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FIRST AMENDMENT TO SERVICES AGREEMENT

This FIRST AMENDMENT TO THE SERVICES AGREEMENT ("First Amendment") is by and between the **Tulare County Regional Transit Agency**, a California joint powers public agency ("TCRTA" or "Agency") and **Transdev Services, Inc.,** a Maryland corporation ("Transdev" or "Contractor") (Collectively, the "Parties) is effective as of the date of final signature hereto ("Effective Date").

WHEREAS, Agency and Transdev entered into a Services Agreement dated May 22, 2022, for Transdev to provide operations and maintenance services in connection with Request for Proposals No. 2021-01 and related materials as incorporated therein ("Services Agreement");

WHEREAS, the Parties desire to amend the Services Agreement as further provided below;

NOW THEREFORE, for the mutual promises and covenants set forth herein and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. Section 2 of the Services Agreement shall be deleted and replaced with the following:

   2. **THE TERM**

   2.1 The term of this Contract is for a period of four (4) years commencing on July 1, 2022, and ending on June 30, 2026, unless the term is extended or earlier terminated as provided for herein. Transdev Invoices for July, August, September, and October 2024 will be revised as needed to reflect this agreement (Exhibit 1) with respect to variable rate and fixed costs.

   2.2 Upon mutual agreement of the Parties, the term of this Contract may be extended four additional periods of one year each (from July 1, 2026 through June 30, 2027; from July 1, 2027 through June 30, 2028; from July 1, 2028 through June 30, 2029; and from July 1, 2029 through June 30, 3030).

2. Effective July 1, 2024, the rates provided in the table attached hereto as Exhibit 1 shall apply to the services provided by Transdev including Fixed Route, DAR, On-Demand microtransit, and Tule River Tribe Service and Transdev shall be compensated accordingly. The rates displayed in Exhibit 1 correspond to the types of service being provided. Exhibit 1 replaces Exhibit 3 – Transdev Prices Pages of the original Service Agreement.

3. Transdev will invoice Agency for incurred startup costs related the termination of SM Transit and the subsequent April 15, 2024 Transdev replacement operations in the City of Porterville and also costs related to the regional microtransit startups of April 1, 2024 and July 1, 2024 in the amount of $ 95,280.33.

4. As previously agreed to by the Parties, Transdev is no longer required to maintain Trapeze in connection with the services and will have no obligation to contribute to the cost of same. Transdev will continue using Trip Shot until such time as Agency determines that its use is no longer needed and will provide Transdev with a 30-day notice as to its intentions to discontinue the use of Trip Shot. Transdev will bill Agency for any unbilled expenses for Trapeze prior to its end date and will continue billing Agency for the use of Trip Shot until its use is discontinued as provided herein.

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5. Agency agrees to pay Transdev and Transdev agrees to accept a total amount of $87,734.19 in connection with alleged discrepancies related to the April, May and June (2024) invoices related to On-demand microtransit variable rate.

6. Notwithstanding the above (5.), Transdev agrees to pay the Agency (and Agency agrees to accept) a total amount of $216,195.35 in connection with other alleged billing discrepancies. The Parties agree and acknowledge that the aforementioned amounts settle and close all remaining billing issues from July 1st, 2022 through June 30, 2024. Any and all other billing discrepancies and related disputes regarding billing and/or invoicing of Transdev up to and including the Effective Date of this First Amendment will hereby be deemed fully resolved.

7. Notwithstanding the above (6.), Agency acknowledges progress by Transdev on data reporting (NTD) and invoice accuracy. Transdev agrees to provide accurate NTD data and invoices for that are reconciled prior to submittal to Agency. Agency agrees to invest in technologies to enable data accuracy and invoice reconciliation. Transdev agrees to pay Agency in the amount of $29,136.42 should data accuracy and invoice discrepancies not be rectified by January 1, 2025.

8. Except as expressly amended herein, all other terms and conditions of the Services Agreement shall remain unchanged and in full force and effect.

Tulare County Regional Transit Agency

Signature: _____

Printed Name: Derek Winning

Title: Interim Executive Director

Date: 11/19/24

Transdev Services, Inc.

Signature: Signed by: _____ Signed by: Mathieu Le Bourhis

Printed Name: Laura J. Hendricks Mathieu Le Bourhis

Title: Chief Executive Officer CFO

Date: 11/27/2024 11/28/2024

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EXHIBIT 1

FINAL TIER RATE SUMMARY

		HOURS	VARIABLE	FIXED	BUS STOP	FLEET CLEAN	TR. CTR CL	MAINT	TOTAL
FY 3 24-25	TIER 1	[redacted]							
	TIER 2								
	TIER 3								
	TIER 4								
	TIER 5								
FY 4 25-26	TIER 1								
	TIER 2								
	TIER 3								
	TIER 4								
	TIER 5								

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SERVICE AGREEMENT BY AND BETWEEN TULARE COUNTY REGIONAL TRANSIT AGENCY AND TRANSDEV SERVICES, INC.

THIS SERVICES AGREEMENT ("Services Agreement") is made and entered into this 25th day of May 2022 by and between the **Tulare County Regional Transit Agency**, a California joint powers public agency ("TCRTA" or "Agency") and **Transdev Services, Inc.**, a Maryland corporation ("Transdev" or "Contractor"). TCRTA and Transdev are each a "Party" and together are the "Parties" to this Services Agreement, which is made with reference to the following:

WHEREAS, TCRTA needs to acquire certain Transit Operations Services hereinafter as fully described in and set forth in TCTRA's "Request for Proposals No. 2021-01" and modified by "Addenda #1 through #8" thereto, and all "Questions and Answers" promulgated by TCRTA with respect to said RFP and Addenda, which documents are collectively referred to herein as the "RFP", which is attached hereto and incorporated as Exhibit A. The services sought by the RFP are sometimes referred to in the RFP as the "Project"; and

WHEREAS, pursuant to the RFP Transdev submitted its "Proposal," which is attached hereto and incorporated herein as Exhibit B; and

WHEREAS, TCRTA hereby accepts Transdev's Proposal and desires to contract with Transdev for performance of said Transit Operations Services in accordance with said Proposal and the terms and conditions of this Services Agreement, and at the prices and rates (the "Price Pages") attached hereto and incorporated as Exhibit C;

NOW THEREFORE, the Parties agree as follows:

1. THE CONTRACT

1.1 Transdev shall perform those services described in the RFP (Exhibit A) in accordance with its Proposal (Exhibit B) and the terms and conditions of this Services Agreement, and at the prices and rates contained in the Price Pages (Exhibit C). Exhibit D contains the TCRTA Vehicle Fleet Listing. This Services Agreement and all Exhibits thereto are collectively referred to as the "Contract."

1.2 The Contract represents the entire and integrated agreement between the Parties with respect to said Transit Operations Services and supersedes all prior negotiations, representations, or agreements, whether written or oral.

1.3 Order of Precedence. Contract documents consist of: (i) this Services Agreement; (ii) the RFP; (iii) the Proposal; (iv) the Price Pages and (v) the Vehicle Fleet Listing. The order of precedence shall be (First) this Services Agreement, including Exhibits E, F, and G; (Second) the Proposal; (Third) the Price

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Pages; (Fourth) the RFP; and (Fifth) the Vehicle Fleet Listing. In the event of any conflict between the terms and conditions contained in any of the contract documents, the conflict shall be resolved by application of this order of precedence.

1.4 This Contract may be modified or amended only by a writing signed by both Parties. All amendments to this Services Agreement must be approved by the governing board of TCRTA in order to become effective. Written amendments signed by both Parties will take precedence over the documents listed above.

2. THE TERM

2.1 The term of this Contract is for a period of five (5) years commencing on July 1, 2022, and ending on June 30, 2027, unless the term is extended or earlier terminated as provided for herein.

2.2 At TCRTA's sole option, the term of this Contract may be three additional periods of one year each (from July 1, 2027 through June 30, 2028; from July 1, 2028 through June 30, 2029; and from July 1, 2029 through June 30, 2030).

3. COMPENSATION AND METHOD OF PAYMENT

3.1 The total value of this Contract is not-to-exceed $76,771,955. TCRTA shall pay Transdev the prices and rates for the various services performed in accordance with the Price Pages found in Exhibit C, as those prices and rates may be revised form time-to-time.

3.2 Progress Payments. TCRTA shall pay Transdev by bi-monthly progress payments on the first and fifteenth days of each month (or as near thereto as possible in the event such days fall on a weekend or holiday) calculated at follows: Each bi-monthly payment will amount to 2.08% of the total annual contract value (fifty percent (50%) of the annual contract amount divided by twenty-four (24) payments). Each bi-monthly payment shall compensate Transdev for its fixed costs and expected "Revenue Hours" (defined below) for the month based on the Price Pages (Exhibit C). A "true-up" comparing expected Revenue Hours and actual Revenue Hours performed during the previous month shall occur at the end of each month and a reconciliation payment shall be made to Transdev for any remaining amounts due, made no more than fourteen (14) calendar days after the last day of each month.

3.3 Revenue Hours. For purposes of this Contract, Revenue Hours shall be defined as follows:

For ADA Complementary Paratransit Service: All travel and waiting time from the point of the first passenger pickup to the last passenger drop off (regardless of whether the passenger is a no-show), but excluding deadhead time (i.e., travel time from the yard to the first pickup and travel time from the last drop off to the yard).

For Commuter and Fixed Route Service: All travel and waiting time from the first stop to the last stop, including delays beyond the Contractor's control, such as excessive traffic, weather, and vehicular incidents/and accidents not involving the Contractor, but excluding deadhead time (i.e., travel time from the yard to the first stop and travel time from the last stop to the yard).

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For On-Demand Service: All travel and waiting time from departure of the yard to return to the yard (Gate to Gate).

4. VEHICLES

4.1 TCRTA Vehicle Fleet. In accordance with the RFP and the Proposal, TCRTA shall provide to Transdev and Transdev shall utilize TCRTA's vehicle fleet described in Exhibit D to provide services hereunder, together with such additional and replacement vehicles as TCRTA may provide during the term of this Contract.

4.2 Major Component Replacements. TCRTA shall reimburse Transdev for the actual costs of replacement of engines, transmissions, and differential overhauls of said fleet vehicles. Transdev shall ensure that engine and transmission replacements and differential overhauls are performed by factory-authorized repair shop, approved by TCRTA in advance of any such work, and that only OEM parts are used, and OEM minimum overhauls standards are adhered to. TCRTA shall not be responsible for the cost of such work if TCRTA determines, after consultation with Transdev, that such work resulted from poor maintenance performance, failure to monitor overhaul criteria, neglect, or abuse by Transdev. At the time of performing any engine or transmission replacement or differential overhaul, Transdev shall replace and be responsible for the cost of all ancillary parts, including all cooling hoses, engine and transmission mounts, drive belts, and the cost of rebuild or replacement of the radiator.

4.3 Parts costing over Five Hundred Dollars ($500). TCRTA shall reimburse Transdev for the actual cost of all parts for said fleet vehicles costing over $500. Transdev will, with its invoice, submit a monthly report showing each part purchased the previous month exceeding $500 in individual cost. Transdev will include the total cost of all parts exceeding $500 dollars purchased the previous month as a separate line item on the second bi-monthly invoice.

4.4 Vehicle Fleet Transition Inspection. TCRTA will, prior to the commencement of this Contract, hire a third-party inspector to inspect the vehicle fleet. The inspection will identify all maintenance defects and instances of deferred maintenance that were not performed by the previous contractor or other entity responsible for maintaining the vehicles. Upon receipt of the inspection reports, Transdev will promptly endeavor to make all identified repairs and perform all deferred maintenance using its own employees or using the services of third-party maintenance vendors and/or technicians. Transdev shall be paid an hourly labor rate of $85.00 per hour for such services performed by Transdev employees. TCRTA will reimburse Transdev on a pass-through basis for the cost of all parts purchased to complete any such repairs and deferred maintenance and for the actual cost, including all taxes and fees, of using third-party vendors and technicians to complete any such repairs and deferred maintenance. Transdev will include the cost for all such parts and labor and third-party vendor/technician costs as a separate line item on each second bi-monthly invoice, with supporting work orders and invoices for all work performed, until all such repairs and maintenance have been completed.

5. CHANGES

5.1 Changes within the General Scope. TCRTA may, at any time, by written order make changes in the work within the general scope of the Contract, including changes: (1) in the method of performance of the work; or (2) in the TCRTA-furnished property or services under the Contract. If any such change

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would cause an increase in Transdev's cost of, or the time required for, the performance of any part of the work under this Contract, then TCRTA shall make an equitable adjustment in the compensation to be paid to Transdev and/or in the time allowed hereunder for Transdev's performance of the affected work and amend the Contract in writing accordingly. Transdev must assert its right to such an equitable adjustment within sixty (60) days after receipt of a written change order by submitting to TCRTA a written statement describing the general nature and amount of the proposed equitable adjustments, unless this 60-day period is extended by TCRTA in its sole discretion.

5.2 Service Changes. The Parties acknowledge and agree that as TCRTA is a newly-created agency that was created to empower eight (8) member agencies with full power and authority to own, operate, and administer a combined and coherent public transportation system. As such, the actual Revenue Hours and miles that the system will operate for each of the transit services at the start of the Contract, based on historical operational data, is difficult to ascertain. The Parties agree to review the actual Revenue Hours and miles operated by each of the transit services during the first six (6) months of the Contract Term. In the event actual number of Revenue Hours and/or miles operated by any of the transit services deviate by ten percent (10%) or more from the anticipated Revenue Hours and/or miles upon which Transdev's pricing was based, prorated for the first six (6) months of the Contract Term, then a new baseline for Revenue Hours and/or miles ("New Baselines") will be established and TCRTA shall make an equitable adjustment to the compensation to be paid to Transdev and/or in the time allowed hereunder for Transdev's performance of the affected work and amend the Contract in writing accordingly. Thereafter, TCRTA may request changes to any of the transit services by providing Transdev at least sixty (60) days advance written notice. If at any time, the cumulative anticipated effect of such changes would result in a decrease of fifteen percent (15%) or more from the New Baselines, TCRTA shall make an equitable adjustment to the compensation to be paid to Transdev and/or in the time allowed hereunder for Transdev's performance of the affected work and amend the Contract in writing accordingly, with the new rates to be applied upon implementation of the change in service.

The table below reflects the estimated Revenue Hours for each of the various services at the start of the Contract:

Local Routes	Est. Revenue Hours
D1	4,100
D2	4,100
P1	4,100
P2	4,100
P3	4,100
P4	4,100
P5	4,100
P6	4,100
T1	4,100
T2	4,100
T3	4,100
T4	4,100
T5	4,100
T6	4,100
Total	57,400

Commuter Routes	Est. Revenue Hours
DC Summer (6/1 - 7/31) (7am to 3pm)	530
DC Regular (7am to 7pm)	2,950
TC10	6,050
T11x	4,300
TC20	5,900
TC30	6,150
TC40	6,400
TC50	1,200
TC70	500
TC80	400
TC90	1,275
Total	35,655

Special	Est. Revenue Hours
LOOP	2,400

ADA Paratransit	Est. Revenue Hours
Dinuba	2,000
Lindsay	450
Porterville	2,500
Tulare	2,500
Woodlake	2,000
Total	9,450

On-Demand	Est. Revenue Hours	Start Date
Porterville/Lindsay	15,000	7/1/2022
Dinuba/Orosi	4,000	10/1/2022
Woodlake	3,000	1/1/2023
Farmersville/Exeter	5,000	4/1/2023
Tulare	6,000	7/1/2023
Total	33,000	

5.3 Vehicle Replacement. TCRTA acknowledges and agrees that it is in the process of developing a vehicle replacement schedule and that Transdev has relied on this representation in preparing its pricing. If after the first twenty-four (24) months of the Contract Term TCRTA has not purchased and replaced a minimum of twenty percent (20%) of the vehicles assigned to the Central Yard at the start of the Contract,

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as identified in Exhibit D, then Transdev shall provide new pricing to account for the continued maintenance of an aging fleet and TCRTA shall make an equitable adjustment to the compensation to be paid to Transdev and amend the Contract in writing accordingly.

5.4 Changes in Laws. In the event any unforeseeable Federal, State, or Local law, rule, regulation or ordinance becomes operative or in effect during the term of this Contract that has the effect on Transdev's performance of the Contract, resulting from changes to laws, rules, regulations, or ordinances pertaining to environmental protection or climate change, such as carbon credits, or new taxes imposed based on energy consumption, changes in the Americans with Disabilities Act, or government-mandated increases to employee wages and/or benefits, to include health care benefits, TCRTA and Transdev shall meet to determine the financial impact of any such change, TCRTA in its sole discretion shall determine whether to make an equitable adjustment to the compensation to be paid to Transdev and/or in the time allowed hereunder for Transdev's performance of the affected work and amend the Contract in writing accordingly.

6. DEDUCTIONS AND INCENTIVES

The RFP calls for TCRTA to impose certain deductions to the compensation to be paid to Transdev for substandard performance provided hereunder and to pay incentives to Transdev for meeting or exceeding certain performance metrics. In light of the facts that Transdev and TCRTA both are new to providing comprehensive Transit Operations Services to TCRTA's member agencies and that certain adjustments to the services, performance measures, and metrics may be necessary after some experience hereunder, the Parties agree that no deductions (liquidated damages) will be assessed against Transdev for substandard performance hereunder for the first six (6) months of the Contract Term, the "LD Grace Period." During the LD Grace Period the Parties will monitor Transdev's performance and meet to discuss and negotiate in good faith any necessary adjustments in the types and amounts of deductions (liquidated damages) that TCRTA may assess during the remainder of the Contract Term, and the Contract shall be amended to reflect any such agreed upon changes to the deductions (liquidated damages). Similarly, no incentives will be awarded during this time frame as well. Actual targets for both deductions (liquidated damages) and incentives will be established after the LD Grace Period and added to the Contract through written Contract amendment going forward.

7. DISPUTES

Any dispute between TCRTA and Transdev arising during the Term of this Contract shall be resolved in accordance with this Section. The Parties shall first attempt to resolve the dispute informally in meetings or communications between Transdev and TCRTA's Executive Director, or his/her designee. If the dispute remains unresolved for a period exceeding thirty (30) calendar days after the first meeting or first communication providing notice of the dispute, Transdev may request a written decision from TCRTA's Executive Director. Upon such request, TCRTA's Executive Director shall render a written decision within ten (10) calendar days of Transdev's request. In the event of an adverse decision, Transdev may appeal to the TCRTA Board of Directors which shall consider the matter within thirty (30) calendar days of the Executive Director's decision. In connection with any such appeal, Transdev shall be afforded the opportunity to be heard and offer evidence in its behalf. The Board shall render its final decision within ten (10) calendar days of Transdev's appeal hearing. Thereafter, in the event of an adverse decision, the

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Parties may agree to mediation and possible litigation in accordance with Section 5, Paragraph 16 of the RFP, or in the alternative, in Transdev's sole discretion, Transdev may terminate the Contract for matters of convenience, without penalty, upon one hundred and twenty (120) days advance written notice. Transdev shall at all times proceed diligently with performance in accordance with the Contract pending final resolution of a dispute under this Section.

8. INDEMNIFICATION

8.1 TCRTA warrants that to the best of its knowledge all Transit Centers and facilities provided by TCRTA and that Transdev will use and occupy in performance of the Contract have been maintained in accordance with all applicable laws, ordinances, and regulations of Federal, State, and Local governments and agencies, to include, but not limited to, all applicable environmental laws, ordinances, and regulations. Transdev, at Transdev's sole discretion, may within the first one hundred and eighty (180) days of the term of this Contract perform a Phase I and/or Phase II environmental assessment, or any other environmental testing it deems necessary, at Transdev's sole cost and expense to determine the environmental condition and the presence of any preexisting environmental conditions on or below any of the Transit Centers and/or any facilities from which it will operate in performance of the Contract, which preexisting conditions, if any, are collectively referred to as the "Preexisting Environmental Conditions."

8.2 TCRTA warrants that all vehicles provided by TCRTA for Trandev's and its subcontractor's use in performance of this Contract comply with all applicable laws, ordinances, standards, and regulations of Federal, State, and/or Local governments and agencies, to include, but not limited to all applicable laws, ordinances, and regulations issued by the California Air Resources Board and the California Highway Patrol. The Parties acknowledge and agree that Transdev has not had the opportunity to thoroughly inspect the vehicle fleet prior to the start of the Contract. As such, during the first one hundred and eighty (180) days of the Term of the Contract, Transdev shall conduct a thorough inspection of the vehicle fleet to determine the operability of the vehicles and compliance with all applicable laws, ordinances, standards, and regulations, collectively referred to as the presence of any "Preexisting Vehicle Compliance Condition."

8.3 Excluding any (i) Preexisting Environmental Conditions on or below any of the Transit Centers or any facility provided by TCRTA that Transdev will use and occupy in performance of this Contract; (ii) any Preexisting Vehicle Compliance Condition, and (iii) any and all claims, suits, damages, costs and expenses pertaining to or arising from the Transdev's operation of any vehicle covered under the California Transit Indemnity Pool (CalTip), or (iv) any damages arising out of any claim, suit or action at law arising from any negligent or willful act or omission of TCRTA, its board members, officers, agents, servants, or employees, Transdev agrees to indemnify, defend, and hold harmless TCRTA, its board members, officers, agents, servants and employees from and against any and all liability, costs and expenses, including court costs and reasonable attorney's fees ("Damages") arising out of any claim, suit or action at law, which may be brought against TCRTA and/or any or all of the aforementioned on account of any loss to property or injury to any person or persons (including death) to the extent such Damages result from the negligent or willful acts or omissions of the Contractor, or its subcontractors, and its officers, agents, servants or employees in the performance of this Contract. Notwithstanding the foregoing, in no event shall Transdev be liable to TCRTA for damages for loss of revenue, cost of money or capital, or loss of goodwill. TCRTA will provide Transdev prompt written notice within thirty (30) days of

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obtaining knowledge of a claim subject to this indemnification and make available all information and assistance that Transdev may reasonably request to defend any such claim, and Transdev shall promptly accept tender of defense any such claim.

8.4 TCRTA agrees to indemnify, defend, and hold harmless Transdev, its board members, officers, agents, servants and employees from and against any and all liability, costs and expenses, including court costs and reasonable attorney's fees ("Damages") arising out of any claim, suit or action at law, which may be brought against Transdev and/or any or all of the aforementioned on account of (i) any Preexisting Environmental Conditions on or below any Transit Center or any facility provided by TCRTA that Transdev will use and occupy in performance of this Contract, or which may later exist on or below any such premises that was not caused by Transdev, (ii) any Preexisting Vehicle Compliance Condition, (iii) and claims, suits, damages, costs or expenses pertaining to or arising from the operation of any vehicle covered under the California Transit Indemnity Pool (CalTip), or (iv) any Damages arising out of any claim, suit or action at law arising from any negligent or willful act or omission of TCRTA, its board members, officers, agents, servants, or employees. Transdev will provide TCRTA prompt written notice within thirty (30) days of obtaining knowledge of a claim subject to this indemnification and make available all information and assistance that TCRTA may reasonably request to defend any such claim, and TCRTA shall promptly accept tender of defense of any such claim.

8.5 California Transit Indemnity Pool (CalTip). At the start of the Contract, the vehicles identified as the "Porterville" vehicles in Exhibit D are covered under CalTip. During the procurement process, TCRTA indicated in the RFP that it is considering membership in CalTip for liability, vehicle physical damage, and risk control services for the remainder of the vehicle fleet. TCRTA requested that Proposers provide optional pricing should TCRTA elect membership in CalTip. In the event TCRTA joins CalTip at any time during this Contract, the Parties agree that the Contract will be amended to include any optional pricing provided by Transdev, or if no optional pricing was previously provided, Transdev will provide such optional pricing and the Contract will be amended accordingly.

9. FORCE MAJEURE

TCRTA agrees that Transdev shall not be responsible for any delay or failure to perform its obligations under this Contract in the event such nonperformance is due to any force majeure events, including but not limited to, acts of God, war, fire, explosion, epidemics and pandemics, adverse weather conditions, strikes, lockouts, and labor disputes, civil commotions, riots, national emergencies, terrorist acts, failures or interruptions of utilities and/or telecommunications equipment, acts of the government or any government agency, or any other cause beyond Transdev's reasonable control.

10. GENERAL CONTRACTUAL PROVISIONS

The "General Contractual Provisions" shown in the attached Exhibit E are hereby incorporated into and are a part of this Services Agreement.

11. SPECIAL COVID-19 SERVICE REQUIREMENTS

The "Special COVID-19 Service Requirements" shown in the attached Exhibit F are hereby incorporated into and are a part of this Services Agreement.

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12. FEDERAL CONTRACT CLAUSES

The "Federal Contract Clauses" shown in the attached Exhibit G are hereby incorporated into and are a part of this Services Agreement.

13. COUNTERPARTS

The Parties may sign this Services Agreement in counterparts, each of which shall be deemed an original and all of which taken together form one and the same agreement. A signed copy or signed counterpart of this Services Agreement delivered by facsimile, email, or other means of electronic transmission shall be deemed to have the same legal effect as delivery of a signed original or signed copy of this Services Agreement.

14. MANUAL OR ELECTRONIC SIGNATURES

The Parties may sign this Services Agreement by means of manual or electronic signatures. The Parties agree that the electronic signature of a Party, whether digital or encrypted, is intended to authenticate this Services Agreement and to have the same force and effect as a manual signature. For purposes of this Services Agreement, the term "electronic signature" means any electronic sound, symbol, or process attached to or logically associated with this Services Agreement and executed and adopted by a Party with the intent to sign this Services Agreement, including facsimile, portable document format, or email electronic signatures, pursuant to the California Uniform Electronic Transactions Act (Cal. Civ. Code §§ 1633.1 to 1633.17), as it may be amended from time to time.

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* * * * * * * * * * * * * * * * * *

IN WITNESS WHEREOF, the Parties hereto have caused this Contract to be executed by its duly authorized officer, as of the day and the year first written above, or in the event no such date is provided, on the date of the final signature hereto.

Tulare County Regional Transit Agency

Signature: DocuSigned by: Richard I. Tree 2AA6F9DBAA34477...

Printed Name: Richard I. Tree

Title: Executive Director

Date: 6/3/2022

Transdev Services, Inc.

Signature: DocuSigned by: 998FC7879CFB44E...

Printed Name: Laura Hendricks

Title: Chief Executive Officer (CEO)

Date: 6/3/2022

Signature: DocuSigned by: Mathieu Le Bourthis 188B9959A81C41C...

Printed Name: Mathieu Le Bourthis

Title: Chief Financial Officer (CFO)

Date: 6/3/2022

[Pursuant to California Corporations Code section 313, TCRTA policy requires that contracts with a **Corporation** be signed by both (1) the chairman of the Board of Directors, the president or any vice-president (or another officer having general, operational responsibilities), and (2) the secretary, any assistant secretary, the chief financial officer, or any assistant treasurer (or another officer having recordkeeping or financial responsibilities), unless the contract is accompanied by a certified copy of a resolution of the corporation's Board of Directors authorizing the execution of the contract.]

Attached Exhibits:

Exhibit A = RFP
Exhibit B = Transdev Proposal
Exhibit C = Transdev Price Pages
Exhibit D = TCRTA Vehicle Fleet List
Exhibit E = General Contractual Provisions
Exhibit F = Special COVID-19 Service Requirements
Exhibit G = Federal Contract Clauses

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Exhibit A - RFP

Tulare County Regional Transit Agency

Request for Proposals No. 2021-01

Transit Operations Services



December 15, 2021

The Tulare County Regional Transit Agency does not discriminate on the basis of race, gender, ethnicity, age, national origin, religion or disability in its employment opportunities, programs, services, contracting opportunities or activities. It is the Agency's policy to ensure compliance with the Title VI of the Civil Rights Act of 1964 in its contracting opportunities.

The project is funded in part by the Federal Transit Administration Catalog of Federal Domestic Assistance (CFDA) 20.500 and 20.507. The Agency reserves the right to reject any or all proposals.

Tulare County Regional Transit Agency (TCRTA)

Public Notice
Request for Proposals (RFP)
for
TCRTA Transit Operations Services

Notice is hereby given that the Tulare County Regional Transit Agency (TCRTA) has released project number 2021-01 – TCRTA Transit Operations Services.

TCRTA is seeking proposals from a qualified contractor to provide management, supervision, technical, personnel, operating and technology services necessary for the daily operation of TCRTA. The primary goal of TCRTA acquiring such services is to provide the region with the advantages of quality transit services that offer an alternative to driving in Tulare County.

The RFP can be obtained by visiting https://tularecog.org/tcag/

TCRTA is not liable for any costs incurred by Proposers in responding to this RFP. Proposers are hereby notified that Proposals become public record. Proposers are to clearly identify any information that is confidential and/or proprietary and submit a redacted copy of their proposal with the confidential and/or proprietary information. In the event of a Public Records Act or Freedom of Information Act request, TCRTA will use the redacted copy submitted by the Proposer in response and the failure to provide a redacted copy may result in the disclosure of a Proposer's entire response. TCRTA is not responsible or liable for the disclosure of any information that is not clearly labeled as confidential and/or proprietary and provided in redacted form.

A virtual pre-proposal meeting will be held on January 5, 2022, starting at 10:00 a.m. PDT. Interested attendees may attend the Zoom meeting by using the following link: https://us06web.zoom.us/j/82316121819?pwd=bSswOEdmbm5wTEQ4UStGWE1nL081QT09

The deadline to ask questions via email to rtree@tularecag.ca.gov is January 21, 2022, at 5:00 p.m. The proposal submission deadline is February 17, 2022, at 5:00 p.m. and shall be delivered to: Tulare County Regional Transit Agency Attn: Richard Tree, Executive Director, 210 N. Church St., Suite B, Visalia, CA 93291.

Inquiries and communications from Proposers shall be submitted in writing to Richard Tree, Executive Director, via email at rtree@tularecag.ca.gov Except as set forth herein, there shall be no other communication with any other TCRTA employees or consultants with respect to the proposal documents or project.

The following Special Program(s) are applicable to this RFP.

Disadvantaged Business Enterprise (DBE) Program: This solicitation and resultant Agreement is financed in whole or in part with federal funds and therefore subject to Title 49, Code of Federal Regulations, Part 26 (49 CFR 26) entitled "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs." In compliance with 49 CFR 26, TCRTA set an overall annual DBE goal comprising both race neutral and race conscious elements. To ensure equal participation for DBE groups specified in 49 CFR 26.5, TCRTA specifies a contract goal for DBE participation. The required goal for DBE participation in this solicitation is two percent (2%).

To ensure applicable participation of the specified DBEs as defined in 49 CFR 26.5, this solicitation's goal applies to all certified DBEs. Only certified DBE participation will count toward the Agreement goal for this solicitation. DBE participation will count towards TCRTA's federally mandated overall annual DBE goal. In order to ascertain whether its overall annual DBE goal is being achieved, TCRTA tracks DBE participation on all federal-aid contracts.

It is the Bidder's/Proposer's responsibility to verify that the DBE firm is certified as a DBE by the specified bid submittal due date and time. For a list of DBEs certified by the California United Certification Program (CUCP), go to: http://www.dot.ca.gov/hq/bep/find_certified.htm

Proposer shall complete and submit Bidder/Proposer Disadvantaged Business Enterprise DBE Information Form and/or Bidder/Proposer Disadvantaged Business Enterprise DBE Good Faith Efforts Documentation Form. Required forms will be made a part of the Agreement. Failure to meet the DBE goal or Good Faith Effort requirements and provide required DBE participation may result in bid/proposal being rejected as non-responsive.

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Definitions

Agreement – The Agreement constitutes the entire contract between TCRTA and the selected Proposer. Term may be used interchangeably with Contract.

Authorized Representative – Person who has the legal authority to negotiate and enter into and sign contracts on behalf of the organization.

Proposer – A person, partnership, firm, or corporation submitting a Proposal with the intention of obtaining a TCRTA contract.

Closing Deadline – The last day and time the Proposal must be received in the office at 210 N. Church St., Suite B, Visalia, CA 93291. Term may be used interchangeably with submission deadline.

Contract – The Contract constitutes the entire agreement between TCRTA and the selected Proposer. Term may be used interchangeably with Agreement.

Contractor – The Proposer awarded the Contract derived from this RFP.

Evaluation/Selection Committee – A committee established to review and evaluate proposals to determine the Contract award. The committee may include representatives of TCRTA and its member agencies.

Start of Service – After transition, the first day the new Contractor runs transit service on its own.

Subcontractor(s) – Any person, entity, or organization, to which Contractor, or TCRTA, has delegated any of its obligations hereunder.

TCRTA – Tulare County Regional Transit Agency, a California Joint Powers Authority, established under California Government Code Section 6500 et seq. and an affiliate agency of the Tulare County Association of Governments.

Section 1 – General Information

1. Purpose

The Tulare County Regional Transit Agency (herein referred as "TCRTA" or "Agency") is advertising a Request for Proposals (RFP) to select a single contract operator for the TCRTA Transit System using the Federal Transit Administration's (FTA) Best Value procurement guidelines. TCRTA is requesting proposals for the provision of Local Fixed Route, Commuter Route, ADA complementary paratransit, On-Demand services, Customer Service/Ticket Sales, Fleet Cleaning Services, Bus Stop Cleaning and Maintenance Services, Transit Center Cleaning Services, and Innovative Technology. This RFP is also requesting optional proposals for fleet maintenance services and optional proposals for automobile liability and physical damage insurance. Proposers shall provide a clear and concise explanation of the Proposer's capability to satisfy the requirements of this RFP. The Proposal shall be submitted in the requested format and shall provide all pertinent information, including but not limited to information relating to operational capability, experience, financial resources, management structure/organizational chart and other information as specified in this RFP.

TCRTA is seeking a third-party contractor (hereinafter referred to as "Proposer" or "Contractor" that is interested in a spirt of partnership and cooperation to operate the TCRTA system on a turn-key basis. Staff of the successful Proposer will be expected to work cooperatively with TCRTA staff to perform in compliance with this RFP, any future addenda, and as directed by the Executive Director or designee. The primary goal of TCRTA acquiring such services is to provide the region with the advantages of quality transit services that offer an alternative to driving in Tulare County.

TCRTA intends to use the results of this RFP to award one (1) contract to the most responsive and responsible Proposer as evaluated per Section 3 of this RFP.

The successful Proposer will be required to enter into a Contract for a term of five (5) years beginning on July 1, 2022 through June 30, 2027 with the option of three (3) one (1) year extensions (July 1, 2027 to June 30, 2028; July 1, 2028 to June 30, 2029; July 1, 2029 to June 30, 2030). These extensions may be exercised at TCRTA's sole discretion. Proposers shall provide price proposals for the base five (5) years of the Contract period plus each one (1) year optional extension, for a total of eight (8) years.

2. Agency Information

The Joint Powers Agreement dated August 11, 2020, by and among the County of Tulare and the Cities of Exeter, Farmersville, Lindsay, Porterville, Tulare, and Woodlake (each a Member Agency) to this Agreement has entered into pursuant to Section 6500 et seq. of the Government Code of the State of California.

The purpose of this Agreement is to empower the Member Agencies to exercise their common powers by the formation and operation of a Joint Powers Agency, hereafter called the Tulare County Regional Transit Agency, with full power and authority to own, operate, and administer a public transportation system within the jurisdictions of the Member Agencies. The Transit Agency is a public agency separate and apart from the Member Agencies.

TCRTA is one of two public transit providers, Visalia Transit and TCRTA, for Tulare County. The TCRTA service area encompasses the entire Tulare County and has the authority to serve a portion of the City of Reedley in Fresno County, a portion of the City of Kingsburg in Fresno/Tulare County, and a portion of the City of Delano in Kern County.

TCRTA firmly believes growing TCRTA ridership is incumbent upon providing high quality mobility options. TCRTA is requesting proposals for the provision of Local Fixed Route, Commuter Route, ADA complementary paratransit, On-Demand services, Customer Service/Ticket Sales, Fleet Cleaning Services, Bus Stop Cleaning and Maintenance Services, Transit Center Cleaning Services and Innovative Technology.

TCRTA is considering to self-perform fleet maintenance for the Central Yard fleet. Maintenance for the North and South Yard's will continue to be provided by member agencies. TCRTA is requesting "optional" proposals for fleet maintenance services for the Central Yard fleet for TCRTA's consideration.

TCRTA is considering membership in the California Transit Indemnity Pool (CalTIP) for liability, vehicle physical damage, and risk control services. TCRTA is requesting "optional" proposals for liability, vehicle physical damage, and risk control services for TCRTA's consideration.

The Agency currently provides contracted ADA Paratransit, On-Demand, Fixed Route operations and contracted vehicle maintenance services. The table below summarizes the current services TCRTA provides in each jurisdiction:

	Fixed Route	**ADA Paratransit**	**On Demand**	**LOOP Bus Service**	**Vehicle Maintenance**
County of Tulare	X	X		X	X
City of Dinuba	X	X			
City of Exeter (operated by Visalia)	X	X			X
City of Farmersville (operated by Visalia)	X	X			X
City of Lindsay (operated by County)	X	X			X
City of Porterville	X	X	X		
City of Tulare	X	X			X
City of Woodlake (operated by Porterville)		X			

The primary responsibility of the Agency is:

- Policy making
- Planning, including routes and fares
- Grants management
- Revenue acquisition
- Capital acquisition and management, including specification preparation and compliance
- Accounting, including required annual auditing
- Human resources management and oversight
- NTD reporting
- FTA and CALTRANS reporting and compliance
- Budgeting
- Community relations
- Contractor oversight
- Marketing
- Legal oversight
- Drug & alcohol testing oversight and compliance
- Safety & Training oversight and compliance
- Warranty management

Starting on July 1, 2022, the Agency will also be responsible for the following:

- Customer service
- Trip reservations
- Fleet maintenance
- Facility maintenance
- Utilities

The selected contractor may be asked to assist the Agency with the above responsibilities, but ultimate accountability for these items is solely that of the Agency.

Section 2 – Bid Instructions and Requirements

1. RFP Timeline

To the extent achievable, the following schedule shall be used for the procurement process. TCRTA reserves the right to modify the dates below as necessary.

ACTIVITY	DATE
Request for Proposals Release	December 15, 2021
Mandatory Pre-Proposal Conference	ZOOM-January 5, 2022
Deadline for Submission of Clarifications	January 21, 2022
Post Date of Responses to Clarifications	January 28, 2022
Request for Proposals Due	February 17, 2022
Interviews with Most Qualified Proposers	February 23, 2022
BAFO Period	March 7, 2022
Notice to Intent to Award	March 15, 2022
Negotiations with Selected Operator(s)	TBD
Recommendation of Award(s) to Board of Directors/Notice to Proceed	March 21, 2022
Mobilization	TBD
Commencement of Services	July 1, 2022

2. Virtual Pre-Proposal Conference

A virtual pre-proposal conference will be held on January 5, 2022, starting at 10:00 a.m. PDT. Interested attendees may attend the Zoom meeting by using the following link: https://us06web.zoom.us/j/82316121819?pwd=bSswOEdmbm5wTEQ4UStGWE1nL081QT09

3. Proposer Communications and Requests

All correspondence, communication and/or contact regarding any aspect of this solicitation or offers shall be with the Executive Director or his/her designated representative. Responders to this RFP may be referred to as Proposer or Proposers. Proposer representatives shall not make any contact with or communicate with any members of TCRTA, its employees and consultants, other than the Executive Director regarding any aspect of this solicitation or offer.

At any time during this procurement, up to the time specified in the "RFP Timeline", Proposer may e-mail the Executive Director or his/her designee a request for a clarification or interpretation of any aspect, or a change to any requirement of the RFP or any addenda to the RFP. Requests may include suggested substitutes for specified

services or cost cutting measures. The Proposer making the request shall be responsible for its proper delivery to the Executive Director on the form provided titled, “Request for Pre-Offer Change”. Any request for a change to any requirement in this RFP must be fully supported with pertinent information evidencing that the exception will result in 1) a condition equal to or better than the required by the RFP, without substantial increase in cost or time requirements, or 2) a condition that supports TCRTA’s interest in innovative concepts or investments for enhancing efficiency and/or service. Any responses to such written requests shall be provided by the Executive Director or his/her designee in the form of an addendum to this RFP. Only written response provided as addenda shall be official and all forms of communication with any officer, employee, or agent of TCRTA shall not be binding on TCRTA.

If it should appear to a prospective Proposer that the performance of the expected work, or any of the matters relating thereto, is not sufficiently described, or explained in the RFP, or that any conflict or discrepancy exists between different parts thereof or with any federal, state, local or TCRTA regulation, or other standard or requirement, then the Proposer shall e-mail a written request for clarification to TCRTA prior to the due date for offers.

4. RFP Acknowledgements

1. Addenda to Request for Proposal

TCRTA reserves the right to amend the RFP at any time. Any amendments to or interpretations of the RFP shall be described in written addenda. Addenda will be posted January 28, 2022. Proposers are responsible for checking the website for addenda prior to submitting their proposal. Failure of any prospective Proposer to acknowledge addenda shall not relieve the Proposer from any obligation under its proposal as submitted or under the RFP, as clarified, interpreted, or modified. All addenda issued shall become part of the RFP.

Prospective Proposers shall acknowledge the receipt of each individual addendum and all prior addenda in their proposals. Failure to acknowledge in their proposals receipt of addenda may at the TCRTA’s sole option disqualify the proposal. If the TCRTA determines that the addenda may require significant changes in the preparation of proposals, the deadline for submitting the proposals may be postponed by the number of days that TCRTA determines will allow Proposers sufficient time to revise their proposals. Any new due date shall be included in the addenda.

2. Conditions, Exception, Reservations or Understandings.

Proposals stating conditions, exceptions, reservations or understanding (hereinafter "deviations") relating to the RFP may be rejected. Proposers may submit an alternate proposal that states deviations so long as a basic proposal not containing deviations is submitted in the same package. Any alternate proposal shall include a price proposal in accordance with "Price Proposal Requirements".

All deviations must be explicitly, fully, and separately stated in the proposal by completing form(s) provided titled, "Form for Proposal Deviation" setting forth at a minimum the specific reason for each deviation so that it can be fully considered and, if appropriate, evaluated by the TCRTA. Deviations found by TCRTA to be unacceptable will not be evaluated in accordance with the appropriate evaluation criteria and procedures.

5. RFP Packing and Submission Instructions

Proposers must submit, in a sealed package, one (1) original and one (1) electronic copy on CD, DVD, or flash drive in PDF format of all materials required for acceptance of their Proposal, and include one (1) paper copy and one (1) electronic copy of the redacted proposal, by the **Proposal deadline - 5:00 p.m. (PDT), February 17, 2022**, to:

Tulare County Regional Transit Agency
Attn: Richard Tree, Executive Director
210 N. Church St., Suite B
Visalia, CA 93291

All Proposals must be signed by an authorized representative and received by TCRTA by the closing deadline. Late Proposals will be rejected. Receipt of the Proposal by the U.S. mail system does not constitute receipt of the Proposal by TCRTA. TCRTA will not accept facsimile or email submitted Proposals. All Proposals must be packaged, sealed, and show the following information on the outside of the package:

1) Proposer's Name and Address
2) RFP 2021-01 - TCRTA Transit Operations Services

TCRTA is subject to the California Public Records Act. However, any information considered proprietary or confidential in nature such as actual salary information which is clearly marked as confidential can be considered exempt from public disclosure under the California Public Records Act.

All labor, equipment, and materials shall be furnished in strict accordance with the schedule and conditions of the Contract Documents. Proposals and subsequent offers shall be valid for a period of 120 days.

The submission package should be organized as follows:

6. Submission Package Outline

1. Transmittal Letter
2. Qualifications and Ability to Provide Services Statement
3. Required Forms
    a. Price List Sheets
    b. Request for Pre-Offer Change
    c. Acknowledgement of Addenda
    d. Completed Lobbying Certification
    e. Completed Non-Collusion Affidavit
    f. Completed Debarment and Suspension Certificate
    g. DBE and Good Faith Efforts
    h. Completed Form for Proposal Deviation, (if any)
    i. Transit Employee Protective Agreements (TCRTA does not have a form please use Proposer agreements)
4. Plans and Schedules
    a. Price List Narrative
    b. Staffing Plan
    c. Management Plan
    d. Operations Plan
    e. Maintenance Plan (Optional)
    f. Mobilization/Start-Up Plan
    g. Safety Program and Coronavirus Management Plan
    h. Training Program
    i. Drug and Alcohol Program

7. Transmittal Letter

A one (1) page cover letter shall be submitted and include the Proposer's contact information and specify the authorized representative. The person authorized by the firm to negotiate a contract with TCRTA shall sign the cover letter. The cover letter shall also include:

1. Identification of the offering firm, including name, address, e-mail address, and telephone number,

- Proposed working relationship among offering firms (e.g., prime/sub), if applicable,
- Name, title, address, e-mail address, and telephone number of contact person during the period of proposal evaluation,
- A statement to the effect the proposal shall remain valid for a period of not less than 120 days from the date of submittal, and
- Signature of a person authorized to bind the offering firm to the terms of the proposal.

8. Qualifications and Ability to Provide Services Statement

Proposers shall provide a clear, concise explanation of the proposer's capability to satisfy the requirements of this RFP and the Contract for Transit Operations Services with information, including but not limited to information relating to demonstrated competence and experience, financial resources, position hierarchy and position list, and general business strength and stability as well as other information as specified required in this RFP.

Provide a brief profile of the firm, including its principal line of business, the year founded, form of organization (corporation, partnership, and sole proprietorship), number and location of offices, licenses held, number of employees, and a general description of the firm's financial condition. Identify any conditions (e.g., bankruptcy, pending litigation, planned office closures, impending merger) that may impede the Proposers ability to complete the project. Describe the firm's experience in providing similar services to that solicited in this RFP and highlight the participation in such work by the key personnel proposed for assignment to this project. Identify sub-Proposers, if any, by company name, address, contact person, and telephone number and project function. Provide the same information for each sub-Proposer as requested above and describe any experience working with each sub-Proposer.

In addition, for each reference cited as related experience, furnish the current name, title, address, e-mail address, and telephone number of the person(s) at the client organization who is most knowledgeable about the work performed. The Proposer may also supply references from other work not cited in this section as related experience. Listing of references shall include a detailed description of the work performed for the client referenced.

9. Required Forms

Please see the above reference attachments for the forms and agreements that must be included in the RFP submission package. Proposers should submit their Transit Employee Protective Agreements in this section of the RFP submission package.

10. Plans

Please see the above reference for the Plans that must be included in the RFP submission package.

Proposers are to describe how the Requirements in Section 6 – Scope of Work – Transit Operations Services will be met. Proposers are to describe response in sufficient detail to enable evaluators in knowing what is anticipated at every stage and to make a judgment as to the probable success of the proposed effort.

1. Provide a general description about the completed multi-year price list sheets that has been completed as part of the required forms, noting as many details, considerations, and/or justifications as possible. This document may precede the actual multi-year price list sheets in an executed Contract. The narrative should supplement the price list sheets and provide insight about the Proposer's financial and resource allocation strategies.

2. **Staffing Plan and Narrative** – Provide a general description of the staffing strategy and provide as many details, considerations, and/or justifications as possible. Confirm that the proposal meets the minimum staffing requirements:

    A. General Manager (1) *
    B. Assistant General Manager (1) *
    C. Safety and Training Manager (1) *
    D. Road Supervisor (4)
    E. Fixed, Circulatory, and Commuter Route Dispatcher (1)
    F. ADA Complementary Paratransit/On-Demand Dispatcher (1)
    G. Customer Service Agents (3)
    H. Trainer (1)
    I. Utility Worker – Fleet Cleaning (4)
    J. Utility Worker – Bus Stop Cleaning and Maintenance (2)
    K. Utility Worker – Transit Center Janitorial (2)

    *Positions solely dedicated to TCRTA (cannot be shared with another agency)

1. Resumes of key positions: Include resumes for key management and pertinent positions. Resumes should be limited to 1 page per key position.

2. An organizational chart that reflects the staffing plan positions.

3. All employees must demonstrate the proper qualifications for obtaining and maintaining employment under the TCRTA contract with Proposer, and TCRTA reserves the right to have any employee of Proposer removed from employment and TCRTA property at any time and for any reason.

4. Proposer is required to hire for permanent positions as identified in the organizational chart and staffing plan submitted in its proposal. Should Proposer hire employees to fill positions or meet organizational needs on a temporary basis, Proposer must first obtain written approval from the Executive Director or his/her designee, and TCRTA shall have the right to interview the temporary employee to assess his/her qualification for meeting the organization's needs. For purposes of this RFP, any individual contributing to TCRTA services, who is not on the organizational chart submitted in Proposer's proposal, shall be considered a temporary employee.

5. **Proposed hiring and retention of employees**. Describe hiring strategy, anticipated turnover rate, incentive plans, retention strategies, and other assumptions regarding hiring plans to meet start-up requirements. This description should include the following:

    A. Advertising time frame and location of advertising.

    B. Proposers' selection criteria shall meet or exceed TCRTA's selection requirements for all employees that will operate a commercial vehicle on public rights-of-way.

    C. Provide a sample or process for screening that will be used to ensure that all operators hired can understand and converse with dispatch, TCRTA, and customers. The process must also ensure that any candidates can complete any required forms or documentation.

    D. Proposers' understanding and compliance with California Labor Code Sections 1070 – 1074.

E. Proposers' selection criteria and screening process for all positions beyond the bus operator position.

F. Proposers' plan and process for hiring part-time or temporary employees versus full-time employees. Proposer shall clearly explain which positions and responsibilities will be filled by part-time and/or temporary employees and how filing positions with part-time and/or temporary employees will not compromise organizational or workplace stability and viability, contribute to high turn-over, interrupt service reliability, and impact the quality and level of service expected by TCRTA.

G. **Bilingual Preference**. Given the demographics of TCRTA's service area, hiring bilingual bus operators and customer service agents is of great value to the Agency. Describe the plan for recruiting and retaining bilingual employees who are fluent in foreign languages, especially Spanish, which is commonly spoken in Tulare County.

H. All employees must demonstrate the proper qualification for obtaining and maintaining employment under the TCRTA contract with Proposer, and TCRTA reserves the right to have any employee of Proposer removed from employment and TCRTA property at any time and for any reason.

3. **Management Plan** – Proposer shall provide a description of the Management Plan for this project, including a detailed description of the Proposers understanding of the work to be performed. The Proposer shall also include:

   A. An action plan to achieve the start date. The action plan should include personnel recruitment and training.

   B. A graph/chart showing the phases or timeline of implementation of work.

   C. An overall organization chart showing the level of staffing required for meeting the requirements of the proposal for start-up and ongoing operations for the service package proposed. The organizational chart shall start at the corporate level and continue down to the lowest reporting level. The chart shall indicate the number of each type of employee, job title, and wage. This chart shall identify the minimum staffing

requirements (i.e., operators, dispatchers, road supervisors, etc.) by part-time and full-time status for the service package proposed.

D. Specific information as to what each Supervisor's job duties will entail, how much control they will have over the operation at the local level, when they will be available, and how much their time will be dedicated to the contract during the start-up tasks. Resumes for each of these key personnel shall be provided after the contract has been awarded and 30 days prior to the contract start date.

E. The identities of other employees (i.e., individuals, functions/responsibilities, and start dates) that are exclusively start-up only and not permanent ongoing staffing.

F. TCRTA expects that each key management position will have prior public transportation industry experience and will have a valid Class B license, unless waived by TCRTA. As stated in other areas of this RFP, TCRTA reserves the right to interview and/or approve each person being submitted for the key positions.

4. **Operations Plan** – The Proposer shall describe the strategy for implementing service that meets TCRTA requirements, including procedures to ensure quality service delivery, road supervision, and emergency and incidents procedures that will be utilized by the Proposer. The following should be the minimum included in the plan, as applicable according to the service (local fixed route, commuter routes, ADA complementary paratransit, on-demand service) on which Proposer is proposing, along with other elements that Proposer deems significant for meeting the service requirements and expectation of TCRTA:

   A. Describe the methodology that Proposer will use to ensure quality control of the on-street operation. The described methodology shall include, but not be exclusive of, proposals for maintaining on-time performance, ensuring the provision of excellent customer service, addressing customer complaints received by TCRTA, preventing and addressing vehicle and passenger accidents, acceptable vehicle appearance, effective management of extra-boarding staffing, maintaining employee morale and sense of teamwork, and resolution of on-street issues.

   B. Provide the number of, as well as a work schedule, for dispatchers and road supervisors required to ensure coverage during all hours of revenue

service. **At a minimum, Proposer shall have 1 dedicated dispatcher for each service (bus service, ADA complementary paratransit, and on-demand), and 4 dedicated road supervisors during every hour of revenue service.**

C. Describe procedures as to how Proposer will handle accident/incident investigations and reports.

D. Provide a sample, comprehensive "Drivers Manual" that would address the following in detail: 1) Driver Qualifications; 2) Driver Duties; 3) General Rules and Policies; 4) Vehicle Operations. **One copy of the sample Drivers Manual must be included with the Proposers' proposal as an attachment. Proposer shall ensure that the TCRTA has one copy of the most current "Drivers Manual" at all times.**

E. Proposer will be responsible for providing TCRTA with operational statistics including but not limited to the number of passengers, revenue hours, revenue miles, total hours, total miles, on-time performance, passenger by fare category, vehicle mileage by time period, missed trips, pull out times, accidents, and other reports requested by TCRTA as required for annual reports to the National Transit Database (NTD).

F. Performance standards are specified in this RFP for all services. Please provide a table that 1) demonstrates your awareness and understanding of the standards, 2) strategies for meeting the standards, and 3) measures you would use to gauge your progress towards meeting the standards. TCRTA will require that Proposer provide monthly progress reports on how performance standards are being addressed or pursued, and TCRTA reserves the right to meet with Proposer as necessary to ensure compliance with adopted performance standards and Proposers steps and schedule to correct deficiencies.

G. List all technologies Proposer would use for delivering service and managing operations, and describe how the specified technology would:

1) Contribute to the efficiency and effectiveness of the system,
2) Minimize operating costs,
3) Improve performance reporting to TCRTA,
4) Enhance the customer experience,
5) Maximize employee productivity,

6) Interface with existing TCRTA technologies.

Proposer shall also provide information on useful life and replacement schedule(s) for any technology proposed and/or purchased, including frequency of software updates.

NOTE: Technology equipment paid for directly by TCRTA shall become the property of TCRTA. Further, all (electronic and tangible) data collected, stored, and produced by such technology shall become the property of TCRTA, and TCRTA shall dictate to Proposer how such data shall be provided to TCRTA upon its request Proposer shall further retain such data for an amount of time specified by TCRTA.

Describe how administrative and customer service functions will be performed at TCRTA Transit Center's. The customer service provided by Proposers employees will be subject to performance standards and measures as required by TCRTA.

5. **Maintenance Plan "Optional"** – Proposers shall provide a detailed description of the Maintenance Plan to be utilized. The program shall meet or exceed TCRTA's requirements as stated in this RFP. The following shall be included at a minimum:

   A. The Maintenance Plan shall detail how the following areas will be addressed:
      - Preventive Maintenance Inspections
      - Proposed schedule for routine maintenance by vehicle type
      - General repair
      - Wheelchair lift or ramp maintenance
      - Parts inventory
        - Component rebuild or replacement, including expected expenses.
      - Special repairs, i.e., HVAC, destination signs, video security systems
      - Federal Transit Administration and CALTRANS compliance
      - Bus maintenance facility maintenance efforts.

   B. Provide maintenance procedures for responding to on-street mechanical failures, with minimum adverse effect on revenue service.

C. Provide the goals and objectives of the maintenance program such as reducing the frequency of road calls and tracking maintenance cost compared to operating cost. The plan should define how such goals and objectives will be achieved and how progress towards meeting them will be tracked and reported to TCRTA.

D. Provide the number and type of personnel proposed for each type of maintenance function, including service, cleaning, general repair, preventive maintenance, parts, etc. In addition, convert these numbers to the mechanic-to-bus ratio.

E. Submit the procedures that Proposer will use to ensure internal maintenance quality control and follow up, and indicate the individual(s) responsible for this quality control.

F. Indicate how maintenance reporting requirements will be met. All maintenance must meet TCRTA, FTA, and California DOT regulations and requirements. Additionally, Proposer will be required to submit necessary financial and performance reports in such a manner that will allow TCRTA to finance maintenance expenses with federal grant funds. Proposer must provide all reports in electronic or written format as required by TCRTA.

G. Describe how supporting documentation for actual maintenance expenses include, but not be exclusive of vendor invoices, proof of vendor(s) payment(s) of maintenance expenses, applicable payroll records, applicable pay stubs, will be tracked and reported to TCRTA monthly.

H. Describe how maintenance facility will be maintained. TCRTA will require Proposer to submit a cleaning schedule detailing how and when the facility will be maintained for the upcoming month in a calendar format.

6. **Mobilizations/Start-Up Plan** – The Proposer shall provide a comprehensive, detailed plan of how all transition and start-up tasks shall be completed. This plan shall address the activities and procedures that will be followed to ensure the smooth transition and start-up of service. The plan should document recruitment and training schedules, acquisition of necessary software, hardware, equipment, licenses, and all other activities necessary to implement a successful transit service program. This plan shall include a detailed chronology/calendar and explanation of all items listed. The end date of the start-up plan shall be the service start date.

7. **Safety Program and Coronavirus Management Plan** – Safety is one of the most important objectives for TCRTA. Every vehicle operator must meet all applicable state and federal laws for commercial vehicles carrying passengers in the State of California. The Proposers safety record shall be evaluated based on the following:

    A. Overall company safety record in public transportation fixed route, complementary paratransit, and on-demand services. Provide accident rate in accidents per 100,000 miles for organization overall.

    B. The provided safety record shall also include a list of any insurance claims valued over $25,000 that was paid by the Proposer. Claims should also include the year, settlement amount, jury awards, and other legal awards for accidents the Proposer is liable for.

    C. Provide a summary copy of Proposers Safety Program. Safety Programs may include customer relations, defensive driving, refresher training, safety meetings, safety incentives, etc.

    D. Provide a summary copy of Proposers emergency response plan for Hazardous Materials for operational facility site and on-street incidents.

    E. Describe the safety approach and verify how that a team approach for maximizing operational safety is in place. Explain your approach for maintaining safe bus facilities and amenities, including bus stops, bus shelters, transit centers and other facilities and amenities maintained by Proposer.

    F. For Coronavirus, explain how the Proposer will meet the requirements as described in the Scope of Work, and include current COVID-19 safety precautions and protocols taken at other facilities.

8. **Training Program** – The Proposer shall provide a detailed description of all training that will be provided to each operator, utility worker, and administrative personnel throughout the contract term.

    A. Submit a calendar of classes showing how Proposer will meet the minimum hours of operator training requirement. This calendar must show how Proposer will meet the minimum number of operators for start-up.

B. Submit a sample of the classroom training program content and the behind-the-wheel program content in outline form. Provide sample documentation of course material currently used for operator instruction. Submit an outline, or current procedure, used for on-going/refresher training for operators.

C. Indicate the number of operator instructors that will be required to complete start-up and ongoing training, both classroom and behind-the-wheel instruction. Indicate which of the Proposers' instructors are local and familiar with the TCRTA service area.

D. Indicate all other training requirements that Proposer anticipates for start-up, i.e., dispatchers, road supervisors, support staff, etc.

E. The Proposer shall provide documentation of their training program designed to meet the FTA Security Awareness Training.

11. Modifications or Withdrawal of Proposals

A modification of a proposal previously submitted will be accepted by the TCRTA only if the modification is received prior to the Proposal Due Date, or is specifically requested by the TCRTA, or is made with a requested Best and Final Offer (BAFO). All modifications shall be made in writing and executed and submitted in the same form and manner as the original proposal.

A Proposer may withdraw a proposal previously submitted prior to the Proposal Due Date by submitting, in the same manner as the original proposal, to the TCRTA a written request for withdrawal executed by the Proposers authorized representative. After the proposal Due Date, a proposal may be withdrawn only if the TCRTA fails to award the Contract within the proposal validity period prescribed in "Due Date" or any agreed upon extension thereof. The withdrawal of a proposal does not prejudice the right of a Proposer to submit another proposal within the time set for receipt of proposals.

This provision for modification and withdrawal of proposals may not be utilized by a Proposer to submit a late proposal and, as such, will not alter TCRTA's right to reject a proposal.

Section 3 – Evaluation and Selection Process

1. Overview

Proposals must conform to the service specifications described in the RFP and Contract documents. Proposals that do not comply with these instructions and do not include the required information may be rejected as non-responsive or as not within the competitive range. TCRTA reserves the right to, but is not obligated to, request a Proposer to provide any missing information and to make corrections. Submittal of a proposal will signify that the Proposer has accepted all the contract documents and the whole package of contract requirements, except such conditions, exceptions, reservations or understanding explicitly, fully, and separately stated on the forms and according to the instructions of "Form for Proposal Deviation". Any such conditions, exceptions, reservations, or understandings, which do not result in the rejection of the entire proposal, are subject to evaluation under the "Proposal Evaluation Criteria". Incomplete submissions may be disqualified from consideration.

The primary desire of TCRTA for this procurement is to ensure an award will be made based on the highest quality of service proposed that best matches TCRTA's requirements using the Federal Transit Administration's (FTA) approved Third-Party Contracting Guidance (FTA C 4220.1F) "Best Value" methodology. Per FTA's Third-Party Contracting Guidance, Best Practices Procurement Manual, "Best Value" is defined as follows:

"Best Value" is a selection process in which proposals contain both price and qualitative components, and award is based upon a combination of price and qualitative considerations. Qualitative considerations may include experience of the management team, creativity of proposal, quality and comprehensiveness of required Plans. The award selection is based upon consideration of a combination of technical and price factors to determine the offer deemed most advantageous and the greatest value of the TCRTA."

TCRTA reserves the right to reject any or all proposals for any reason, to undertake discussions with one or more Proposers, and to accept that proposal or modified proposal which, in its judgment, will be most advantageous to TCRTA regarding price and other criteria considered.

TCRTA reserves the right to consider any specific proposal which is conditional or not prepared in accordance with the instructions and requirements of this RFP to be noncompetitive. TCRTA may reject a proposal that includes unacceptable deviations as provided in "Conditions, Exceptions, Reservations or Understandings". The TCRTA reserves the right to waive any defects, or minor informalities or irregularities in any proposal which do not materially affect the proposal or prejudice other Proposers.

If there is any evidence indicating that two or more Proposers are in collusion to restrict competition or otherwise engage in anti-competitive practices, the proposals of all such Proposer(s) shall be rejected and such evidence may be a cause for disqualification of the participants in any future solicitations undertaken by the TCRTA.

The Evaluation Committee will make a recommendation to award to the Board of Directors, based upon the Evaluation Committee's determination of the responsible Proposer whose proposal is most advantageous to TCRTA. TCRTA may award this contract on a combination of technical and price factors. Accordingly, the Evaluation Committee may not necessarily make a recommendation to award to the Proposer with the highest ranking or make a recommendation to award to the Proposer with the lowest Price Proposal, if doing so would not be in the overall best interest of TCRTA.

Proposals will be evaluated, negotiated, selected and any award made in accordance with the criteria and procedures describe below. The approach and procedures are those which are applicable to a competitive, negotiated procurement whereby proposals are evaluated to determine which proposals are within a competitive range. Discussions and negotiations may be carried out with Proposers within the competitive range, after which Best and Final Offers (BAFOs) may be requested. However, TCRTA may select a proposal for award without any discussions or negotiations or request for any BAFO(s). Subject to the TCRTA's right to reject any or all proposals, the Proposer whose proposal is found to be most advantageous to the TCRTA, will be selected.

Selection for Award will be based on the following process:

- Determine responsiveness of Proposers
- Determine responsible Proposers
- Determine ranking based on evaluation matrix points rated by the evaluation committee.
- Identify the proposals that fall within the competitive range, which would be those proposals that are responsive, responsible, and whose total points from the evaluation matrix are clear leaders amongst the proposers.
- Conduct interviews, as necessary, with the Proposers within the competitive range.
- Request Best and Final Offers, as necessary, of those within the competitive range.
- Recommend an award on Best Value of those within the competitive range.

If a proposal, which has been included in the competitive range contains conditions, exceptions, reservations, or understandings to any Contract requirements as Provided in "Form for Proposal Deviation", said conditions, exceptions, reservations or understandings may be negotiated.

Proposers will not be told of their rankings among the other Proposers.

This procurement is subject to the availability of funding. TCRTA's obligation hereunder is contingent upon the availability of appropriated funds from which payment for the Contract purposes can be made. No legal liability on the part of TCRTA for any payment shall arise until funds are made available for this Contract. Any award of Contract hereunder will be conditioned upon said continued availability of funds for the Contract. TCRTA also reserves the right to cancel the procurement for any reason whatsoever, at any time, before the Contract is fully executed and approved.

2. Opening of Proposals and Confidentiality of Proposals

Proposals will not be publicly opened. All proposals and evaluations will be kept strictly confidential throughout the evaluation, negotiation, and selection process. Only the members of the Selection Committee and Evaluation Team and other TCRTA officials, employees and agents having a legitimate interest will be provided access to the proposals and evaluation results during this period.

Access to public records is governed by the California Public Records Act (Government Code section 6250 et seq.). Except as otherwise required by law, the TCRTA will exempt from disclosure proprietary information, trade secrets and confidential commercial and financial information submitted in the proposal. Any such proprietary information, trade secrets or confidential commercial and financial information which a Proposer believes should be exempted from disclosure shall be specifically identified and marked as such. Blanket-type identification by designating whole pages or sections as containing proprietary information, trade secrets or confidential commercial and financial information will not assure confidentiality. The specific proprietary information, trade secrets or confidential commercial and financial information must be clearly identified as such. TCRTA shall have the right to reject all such conditions and/or exceptions and instruct the Proposer to amend its proposal and remove said conditions and/or exceptions; and any Proposer failings to do so may cause the TCRTA to find such proposal to be outside the competitive range. No information, financial or otherwise, will be provided to any Proposer about any of the proposals from other Proposers. Proposers will not be given a specific price or specific financial requirements they must meet to gain further consideration, except those proposed prices may be too high with respect to the marketplace or unacceptable.

The Proposer may submit proprietary information, trade secrets or confidential commercial and financial information, which a Proposer believes should be exempted from disclosure, in a separate volume specifically identified and marked as such as an appendix to the proposal.

TCRTA shall employ sound business practices no less diligent than those used by TCRTA for its own confidential information to protect the confidence of all licensed technology, software, documentation, drawings, schematics, manuals, data and other information and material provided by Proposers pursuant to the Contract which contain confidential commercial or financial information, trade secrets or proprietary information as defined in or pursuant to the laws of the State of California against disclosure of such information and material to third parties except as permitted by the Contract. The Proposer shall be responsible for ensuring that confidential commercial or financial information, trade secrets or proprietary information, with such determinations to be made by the TCRTA in its sole discretion, bears appropriate notices relating to its confidential character.

3. Evaluation Committee

An Evaluation Committee will be established. The Committee will make all decisions regarding the evaluations, determination of responsible Proposers and the competitive range, negotiations, and the selection of the Proposer, if any, that may be awarded the Contract. The Evaluation Committee will include no less than the officers, employees, and agents of TCRTA and may include other qualified transit professionals internal and/or external to the Agency. The Evaluation Committee will carry out the detailed evaluations and report all its findings to the Executive Director for final approval. The Executive Director will not be a member of the Evaluation Committee, but will participate in interviews, presentations, negotiations, and the selection of the Proposer.

4. Proposal Selection Process

The following describes the process by which proposals will be evaluated and a selection made for a potential award. Selection of a proposal from a responsive and responsible Proposer shall be made through the consideration of the following: “Determination of Responsiveness”, “Determination of Responsible Proposers”, and “Proposal Evaluation Criteria”. An award, if made, will be to a responsible Proposer for a proposal which is found to be in the TCRTA’s best interest and best value.

5. Determination of Responsiveness

TCRTA will consider all the Proposers materials to determine whether the Proposers proposal is in compliance with the terms and conditions set forth in this RFP. Proposers must submit all required information in the manner described, unless otherwise waived by TCRTA, for the proposal to be considered responsive.

6. Determination of Responsible Proposers

This section contains proposal evaluation criteria, listed by their respective degree of importance, by which proposals from responsible Proposers will be evaluated and ranked for the purpose of determining any competitive range and to make any selection of a proposal for a potential award. Any exceptions, conditions, reservations, or understandings explicitly, fully, and separately stated on the "Form for Proposal Deviation", which do not cause the TCRTA to consider a proposal to be outside the competitive range, will be evaluated according to the respective evaluation criteria and/or sub-criteria which they affect.

The criteria are listed numerically by their relative order of importance. However, certain criteria may have sub-criteria that are listed by their relative order of importance within the specific criterion they comprise. Also, certain sub-criteria may have sub-criteria that are listed by their relative degree of importance within the specific sub-criterion they comprise. Non-price factors when combined are more significant than the price alone.

1. (Pass/Fail) Affordability

The price proposals, which are expected to be in line with pricing paid by agencies comparable to TCRTA and delivering similar services, will be assessed for affordability as defined by TCRTA's available financial resources and budget for operations. TCRTA will not make an award for any proposal which proposes prices that would render the procurement unfeasible.

2. (Pass/Fail) Unacceptable Exceptions, Conditions, Reservations and Understandings.

Any exceptions, conditions, reservations, or understandings that are explicitly stated on the required form "Form for Proposal Deviation" will be evaluated for their acceptability. Each exception and/or condition made in a proposal will be evaluated and the TCRTA will determine their individual acceptability. An unacceptable exception, condition, reservation or understanding, if not withdrawn by the Proposer upon the request by TCRTA, would be cause for the proposal to be rejected. For the purposes of determining the competitive range, a proposal containing unacceptable exceptions, conditions, reservations, or understandings may be included on the basis that the proposal is capable of being made acceptable provided that the Proposer withdraw or modify the unacceptable exceptions, conditions, reservations, or understandings. Any exceptions, conditions, reservations, or understandings which do not cause TCRTA to consider the proposal to be outside the competitive range, will be evaluated according to the respective evaluation criteria and/or sub-criteria which they affect.

3. (Pass/Fail) Integrity and Satisfactory Performance

Evidence of satisfactory performance, a sprite of cooperation, integrity, and ethical business practices on similar contracts is required. The Proposer must have a satisfactory performance record demonstrated by positive, constructive feedback from references from past and current contracting agencies delivering services like that of TCRTA.

4. (Pass/Fail) Sufficient Financial Strength

Evaluation of the Proposer's financial resources and capability to finance the work to be performed and complete the Contract in a satisfactory manner. The following must be received and will be considered in evaluating financial strength:

a. Compliance with financial requirements: Ability to obtain required insurance (and bonding) with coverage values that meet minimum requirements evidenced by a letter from an

underwriter confirming that the Proposer can be insured for the required amount.

b. Certified Public Accountant (CPA) prepared financial statements for the past three years.

5. (Pass/Fail) Compliance with Federal Requirements of this RFP

Required certifications, specified in this RFP, must be received and proposal must demonstrate current compliance or ability to comply if Proposer becomes the eventual successful Proposer.

Proposals will be evaluated against the pass/fail criteria numbers 1 through 5 above, and if Proposer passes these criteria, it will be deemed to be responsible. However, any proposal which fails one or more of these criteria but is susceptible of being made to meet such failed criteria will also be considered responsible. Under any other circumstances, a proposal may not be responsible.

7. Proposal Evaluation Criteria (By Total Points)

This is a "Best Value" procurement. It is **NOT** a low-bid procurement and price is only a consideration in the evaluation process. The following criteria will be used to further evaluate proposals. This set of criteria must be addressed and are not listed by any order of importance. The Proposer of any proposal that the Evaluation Committee finds not to have addressed the criteria, may be determined by the Evaluation Committee as not qualified and its proposal rejected. The criteria are as follows:

- **Background and Experience (40 Points)**

  The following will be considered:
  - Breadth of company's industry experience with similar transit contracts,
  - Level of prior public transportation experience and expertise of the management team,
  - Sufficiency of staffing and other resources (i.e., training, mentorship, etc.) for demonstrating the ability to perform per the contract and service delivery terms,
  - Safety record,
  - Reference from other governmental agencies with transit operations.

- **Qualifications and Approach (40 points)**

  Each of the required plans must demonstrate the Proposers understanding of the RFP and describe how Proposer will work with TCRTA in delivering the services. The combination of these plans should demonstrate a Proposer who desires to work for TCRTA and provide high quality services.

- **Creative/Innovative Solutions for Maximizing Service and Efficiency (20 points)**

  TCRTA is seeking creative and innovative solutions (CAD, AVL, CRM, etc.) to minimize operating costs while maximizing quality of service. Proposed pricing for transit services will be considered in conjunction with creative/innovative methods and/or technology for achieving cost-efficiency while delivering high quality and potentially enhanced services.

8. Award Process

1. Best and Final Offers (BAFO)

After all interviews have been completed, each of the Proposers in the competitive range may be afforded the opportunity to amend its proposal and make its BAFO. The request for BAFOs shall include:

Notice that discussions/negotiations are concluded:

- Notice that this is the opportunity for submission of a BAFO.
- A common date and time for submission of written BAFOs, allowing a reasonable opportunity for preparation of the written BAFOs.
- Notice that if any modification to a BAFO is submitted, it must be received by the date and time specified for the receipt of BAFOs and is subject to the late submissions, modifications, and withdrawals of proposals provision of the RFP.
- Notice that if Proposers do not submit a BAFO or a notice of withdrawal, their immediate previous Offer will be construed as their BAFO.
- Any modifications to the initial proposals made by a Proposer in its BAFO shall be identified in its BAFO. BAFOs will be evaluated by

TCRTA according to the same requirements and criteria as the initial proposals "Proposed Selection Process". The TCRTA will make appropriate adjustments to the initial scores for any sub-criteria and criteria which have been affected by any proposal modifications made by a BAFO.

- TCRTA will choose that proposal which it finds to be most advantageous and best value. The results of the evaluations and the selection of a proposal for any award will be documented in a report.
- TCRTA reserves the right to make an award to any Proposer whose proposal it judges to be most advantageous and best value, without conducting any written or oral discussions with any Proposers or solicitation of any BAFO.

2. Award to Other Than Evaluation Committee Recommended Vendor

This transit services contract will be partially funded through FTA financial assistance. As such, TCRTA must maintain compliance with FTA procurement requirements as detailed within FTA Procurement Circular 4220.1F. Each member of the Board making an award, with FTA financial assistance, to a Proposer other than that recommended by the Evaluation Committee, becomes the defector "procurement evaluation committee" and will be required to submit a signed Declaration Concerning Conflict of Interest and Confidential Information to be retained within the procurement files. In the event the TCRTA Board elects to award a federally financially assisted contract to other than the vendor recommended through the predefined and executed selection committee process, FTA Circular 4220.1F, Chapter III, 3, D. (1) (c), requires that "government recipients must state its reasons for Proposer selection or rejection".

To maintain compliance with FTA Circular 4220.1F, Chapter III, 3, d. (1) (c), the Board is required to submit a Selection Decision Memorandum setting forth the reason for making the selection. This written Selection Decision Memorandum must be based on the evaluation criteria as set forth in this RFP; there cannot be an introduction of new selection criteria.

3. Single Proposal Response

If only one proposal is received in response to this RFP and it is found by the TCRTA to be acceptable, a detailed price/cost analysis, or both, possibly including an audit, may be performed by or for TCRTA of the detailed price/cost proposal to determine if the price is fair and reasonable. The Proposer has agreed to such analysis by submitting a response to this RFP.

A price analysis is an evaluation of a proposed price that does not involve an in-depth evaluation of all the separate cost elements and the profit factors that comprise a Proposer's price proposal. It should be recognized that a price analysis through comparison to other similar procurements must be based on an established or competitive price of the elements used in the comparison. The comparison must be made to a purchase of similar services, involving similar specifications and in a similar time frame.

Where a difference exists, a detailed must be made of this difference and costs attached thereto. Where it is impossible to obtain a valid cost price analysis, it may be necessary to conduct a cost analysis of the proposed price. A cost analysis is a more detailed evaluation of the cost elements in the Proposer's Offer to perform. It is conducted to form an opinion as to the degree to which the proposed costs represent what the Proposers performance should cost. A cost analysis is generally conducted to determine whether the Proposer is applying effort and whether costs are allowable, allocable, and reasonable. Any such analysis and the results therefrom shall not obligate TCRTA to accept a single proposal; and TCRTA may reject such proposal at its sole discretion.

4. Appeals and Appeal Procedures

All protests shall reference the name of the project or procurement in question and the contract, bid or proposal reference number. Failure to comply with the time requirements specified below shall constitute grounds for TCRTA to deny the protest without further consideration. TCRTA has no obligation to delay or otherwise postpone an award of a contract based on a protest. Bids or proposals shall remain confidential until after the Notice of Intent to Award is issued.

TCRTA Pre-Award Protest Procedures

Any bidder or proposer who has submitted a bid or proposal to TCRTA may file a protest of TCRTA's intent to award a contract provided that:

1) The bid or proposal protest is in writing,
2) The bid or proposal protest is signed by the protestor or an individual legally entitled to act on his or her behalf,
3) The bid or proposal protest is received by TCRTA Executive Director not more than five (5) business days following the date of issuance of TCRTA's Intent to Award the Contract, and
4) The bid or proposal protest sets forth, in detail, a statement of the reason(s) for the protest, all facts and documentation supporting the protest, and legal authorities and argument in support of the grounds for the protest. Any grounds for protest not identified in the pre-award protest are waived.

Protests of TCRTA's Intent to Award must be personally delivered or sent by U.S. mail, postage prepaid, to:

Tulare County Regional Transit Agency
Attn: Richard Tree, Executive Director
210 N. Church St., Suite B
Visalia, CA 93291

Any protest not conforming with the foregoing shall be rejected by TCRTA as invalid. Provided that the protest is filed in strict conformity with the foregoing, TCRTA's Executive Director shall review and evaluate the basis for the bid or proposal protest. The TCRTA Executive Director shall provide the protestor with a written statement concurring with or denying the protest. The written decision will then be provided to the protestor.

Use of the above procedures shall be a condition precedent to use of the post-award protest procedures detailed below and/or the institution of any legal or equitable proceedings relative to the bid or proposal. In the event that any such legal or equitable proceedings are instituted and TCRTA is named as a party thereto, the prevailing party(ies) shall be entitled to recover all attorney's fees and costs incurred in connection with the proceeding.

TCRTA Post-Award Protest Procedures

Within five (5) business days of the contract being awarded, a bidder or proposer who has complied with the pre-award protest procedures detailed above may file a post-award protest. The post-award protest must:

1. Be in writing,
2. Be signed and dated by the bidder/proposer or someone legally entitled to act on his or her behalf, and
3. Include a detailed statement of the reason for the post-award protest and all facts and documentation supporting the bidder or proposer's position, including any legal authorities or argument.

Post-award protests must be personally delivered or sent by U.S. mail, postage prepaid, to:

Tulare County Regional Transit Agency
Attn: Richard Tree, Executive Director
210 N. Church St., Suite B
Visalia, CA 93291

Failure to file a request for a pre-award protest shall constitute grounds for TCRTA to deny the protest without further consideration of the grounds stated therein. Any grounds for protest that could have been, but were not, identified in the pre-award protest are deemed waived and will not be considered.

Provided that the protest is filed in strict conformity with the foregoing, TCRTA's Executive Director or his or her designee shall review and evaluate the basis for the bid or proposal protest. TCRTA's Executive Director or his or her designee shall issue a written statement concurring with or denying the protest. The decision of TCRTA's Executive Director shall be final and not subject to appeal or reconsideration.

Use of the above procedures shall be a condition precedent to the institution of any legal or equitable proceedings relative to the bid or proposal. If any such legal or equitable proceedings are instituted and TCRTA is named as a party thereto, the prevailing party(ies) shall be entitled to recover all attorney's fees and costs incurred in connection with the proceeding.

Appeal of TCRTA's Decision to CALTRANS

Under limited circumstances, after an interested party has exhausted its administrative remedies at TCRTA's level, the interested party may appeal TCRTA's decision to the California Department of Transportation (Caltrans). The deadline for pre-award protest appeals to Caltrans is within five (5) days of TCRTA's response to the interested parties' pre-award protest. The deadline for post-award protest appeals to Caltrans is within five (5) days of TCRTA's response to the interested parties' post-award protest.

Caltrans limits review of appeals to:

1) TCRTA's procedural failures (such as a failure to have protest procedures, failure to comply with protest procedures, or a failure to review a protest),
2) Violations of Federal law or regulations,
3) Violations of State or local law or regulations,

The appeal to Caltrans shall:

1) State the name and address of the interested party,
2) Identify TCRTA as the party responsible for the RFP process,
3) State the grounds for appeal, with supporting documentation,
4) Include a copy of the protest filed with TCRTA and a copy of TCRTA's decision, and
5) State the relief sought from Caltrans.

Appeals to Caltrans shall be sent by mail to:

California Department of Transportation
Division of Rail & Mass Transportation, MS 39
PO Box 942874
Sacramento, CA 94274-0001

With copies to:

Tulare County Regional Transit Agency
Attn: Richard Tree, Executive Director
210 N. Church St., Suite B
Visalia, CA 93291

Section 4 – General Contractual Provisions

1. Independent Contractor

Proposer's relationship to TCRTA in its performance of this Agreement is that of an independent contractor. Proposer agrees that it is not and will not become an employee, partner, agent, or principal of TCRTA while this Agreement is in effect. Proposer may, at Proposer's own expense, use employees or subcontractors as Proposer deems necessary to perform the serviced required by Proposer under this Agreement. The personnel performing services under this Agreement shall always be under Proposer's exclusive direction and control and shall be employees of Proposer and not employees of TCRTA. TCRTA shall not control, direct or supervise Proposer's employees or subcontractors in the performance of those services. In particular, TCRTA will not:

1. Withhold FICA (Social Security) from Proposer's payments.
2. Make state or federal unemployment insurance contributions on Proposer's behalf.
3. Withhold state or federal income tax from payments to Proposer.
4. Make disability insurance contributions on behalf of Proposer.
5. Obtain unemployment compensation insurance on behalf of Proposer.

Proposer shall pay all wages, salaries, and other amounts due its employees in connection with the performance of this Agreement and shall be responsible for all reports and obligations respecting them, such as social security, income tax withholding, unemployment compensation, workers compensation insurance, and similar matters. The personnel performing services under this Agreement shall not be entitled to the rights or benefits afforded to TCRTA employees, including disability or unemployment insurance, workers' compensation, medical insurance, sick leave, or any other TCRTA employment benefit. Proposer shall provide its employees with written notice that any and all obligations in connection with their employment are obligations of Proposer and not the TCRTA.

The relationship between TCRTA and Proposer ACTOR is non-exclusive. Proposer may perform services for, and contract with as many other clients, persons, or companies as Proposer, in its sole discretion, sees fit.

2. Indemnification

Proposer shall hold harmless, defend and indemnify TCRTA, its agents, officers and employees from and against any liability, claims, actions, costs, damages or losses of any kind, including death or injury to any person and/or damage to property, including TCRTA property, arising from, or in connection with, the performance by Proposer, or its agents, officers and employees under this Agreement. This indemnification specifically includes any claims that may be made against TCRTA by any taxing authority asserting that an employer-employee relationship exists by reason of this Agreement, and any claims made against TCRTA alleging civil rights violations by Proposer under Government Code sections 12920 et seq. (California Fair Employment and Housing Act), and any fines or penalties imposed on TCRTA for Proposer's failure to provide form DE-542, when applicable. This indemnification obligation shall continue beyond the term of this Agreement as to any acts or omissions occurring under this Agreement or any extension of this Agreement.

It is the intent of the parties that Proposer will indemnify, defend and hold harmless TCRTA and its officers, agents, employees and assigns, from any and all claims, demands, costs, suits or actions as set forth above, regardless of the existence or degree of fault or negligence, whether active or passive, sole or concurrent, on the part of the TCRTA or of anyone acting under its direction or control or on its behalf.

This indemnity and hold harmless provision, insofar as it may be adjudged to be against public policy, shall be void and unenforceable only to the minimum extent necessary so that the remaining terms of this indemnity and hold harmless provision may be within public policy and enforceable.

3. Termination

Right to Termination

a. **Termination for Convenience (General Provision)** The TCRTA may terminate this contract, in whole or in part, at any time by written notice to the Proposer when it is in the TCRTA's best interest. The Proposer shall be paid costs, including profit on work performed up to the time of termination. TCRTA shall not pay lost anticipated profits or other economic losses. The Proposer shall promptly submit its termination claim to TCRTA to be paid the Proposer. If the Proposer has any property in its

possession belonging to the TCRTA, the Proposer will account for the same, and dispose of it in the manner the TCRTA directs.

b. **Termination for Default [Breach or Cause] (General Provision)** If the Proposer does not deliver supplies in accordance with the contract delivery schedule, or, if the contract is for services, the Proposer fails to perform in the manner called for in the contract, or if the Proposer fails to comply with any other provisions of the contract, the TCRTA may terminate this contract for default. Termination shall be effected by serving a notice of termination on the Proposer setting forth the manner in which the Proposer is in default. The Proposer will only be paid the contract price for supplies delivered and accepted, or services performed in accordance with the manner of performance set forth in the contract.

   If it is later determined by the TCRTA that the Proposer had an excusable reason for not performing, such as a strike, fire, or flood, events which are not the fault of or are beyond the control of the Proposer, the TCRTA, after setting up a new delivery of performance schedule, may allow the Proposer to continue work, or treat the termination as a termination for convenience.

c. **Opportunity to Cure (General Provision)** The TCRTA in its sole discretion may, in the case of a termination for breach or default, allow the Proposer thirty (30) days in which to cure the defect. In such case, the notice of termination will state the time period in which cure is permitted and other appropriate conditions.

   If Proposer fails to remedy to TCRTA's satisfaction the breach or default of any of the terms, covenants, or conditions of this Contract within ten (10) days after receipt by Proposer of written notice from TCRTA setting forth the nature of said breach or default, TCRTA shall have the right to terminate the Contract without any further obligation to Proposer. Any such termination for default shall not in any way operate to preclude TCRTA from also pursuing all available remedies against Proposer and is sureties for said breach or default.

d. **Waiver of Remedies for any Breach** In the event that TCRTA elects to waive its remedies for any breach by Proposer of any covenant, term or condition of this Contract, such waiver by TCRTA shall not limit TCRTA's

remedies for any succeeding breach of that or of any other term, covenant, or condition of this Contract.

4. Bonding

The Proposer, at its own expense, will be required to include, and keep in effect at all times during the term of the Contract, a bond, or other financial instrument acceptable to TCRTA, in the amount of Five Hundred Thousand Dollars ($500,000) to secure performance.

5. Property, Casualty, and Liability Insurance

The insurance requirements specified in this section shall cover Proposers own liability and any liability arising out of work or services performed under this scope by any sub-Proposers, sub-consultants, suppliers, temporary workers, independent Proposers, leased employees, or any other persons, firms, or corporations (hereinafter collectively referred to as "Agents") that Proposer authorizes to work. Proposer and all Agents are required to procure and maintain at their sole cost and expense the insurance coverages subject to all of the requirements set forth below. Such insurance shall remain in full force and effect throughout the term of this Contract.

Proposer is also required to assess the risks associated with work to be performed by Agents under subcontract and to include in every subcontract the requirement that the Agent maintain adequate insurance coverages with appropriate limits and endorsements to cover such risks; the limit for the Commercial General Liability insurance in each subcontract shall not be less than $5 million per incident. To the extent that any Agent does not procure and maintain such insurance coverage, the Proposer shall be responsible for said coverage and assume all costs and expenses that may be incurred in securing said coverage or in fulfilling Proposers' indemnity obligations as to itself or any of its Agents in the absence of coverage.

In the event Proposer or its Agents procure excess or umbrella coverage to maintain certain requirements outlined below, these policies shall also satisfy all specified endorsements and stipulations, including provisions that the Proposers insurance be primary without any right of contribution from TCRTA. Prior to beginning work under this Contract, Proposer shall provide TCRTA with satisfactory evidence of compliance with the insurance requirements of this Section.

1. **Workers' Compensation Insurance**

   Proposer will provide workers' compensation insurance as required by law during the term of this Contract, Proposer shall provide workers' compensation insurance for the performance of any of the Proposers duties under this Contract; including but not limited to, coverage for workers' compensation and employer's liability and a waiver of subrogation and shall provide TCRTA with certification of all such coverages upon request by TCRTA's Risk Manager.

2. **Liability Insurance (Proposer)**

   Proposer shall obtain and maintain in full force and effect during the term of this Contract the following Proposer's liability insurance coverage's, issued by a company licensed (admitted) to transact business in the State of California and/or having a A.M. Best rating of A VII or better:

   - **General Liability**

     Commercial general liability (CGL) insurance coverage (personal injury and property damage) of not less than $5,000,000 combined single limit per incident, covering liability or claims for any personal injury, including death, to any person and/or damage to the property of any person arising from the acts or omissions of Proposer or any officer, agent, or employee of Proposer under this Contract.

   - **Comprehensive Automobile Liability Insurance**

     Comprehensive automobile liability insurance (Bodily Injury and Property Damage) on Proposer's owned, hired, leased and non-owned vehicles used in conjunction with Proposer's business of not less than $5,000,000 combined single limit per incident.

3. **Liability, Physical Damage, Risk Control (TCRTA) "Optional"**

   TCRTA is considering submitting membership to the California Transit Indemnity Pool for liability, physical damage, and rick control insurance and services.

   Proposer shall provide optional pricing to obtain and maintain in full force and effect during the term of this Contract the following liability and vehicle physical damage insurance coverage's, issued by a company licensed

(admitted) to transact business in the State of California and/or having a A.M. Best rating of A VII or better:

- **Commercial General Liability**

  Commercial General Liability insurance with a combined single limit of not less than twenty million dollars ($20,000,000) per occurrence. Such insurance shall include products/completed operations liability, owner's and contractor's protective, blanket contractual liability, broad form property damage coverage, and explosion, collapse and underground hazard coverage. Such insurance shall 2) name TCRTA, its appointed and elected officials, agents, officers, employees and volunteers as additional insureds; b) be primary with respect to any insurance or self-insurance programs maintained by the TCRTA; and c) contain standard cross liability provisions.

- **Commercial Automobile Liability**

  Commercial Automobile Liability insurance with a combined single limit of not less than twenty million dollars ($20,000,000) per occurrence. Such insurance shall a) include coverage for owned, hired and non-owned automobiles; b) name TCRTA, its elected and appointed officials, agents, officers, employees and volunteers as additional insureds; c) be primary for all purposes; and d) contain standard cross liability provisions.

- **Collision and Comprehensive Coverage**

  Automobile collision and comprehensive coverage for the actual cash value of the vehicles (based upon straight-line depreciation, the original purchase price and service life expectancy) as stated in the attached Fleet Schedule. Such insurance shall a) contain deductibles of not more than ten thousand dollars ($10,000), and b) name TCRTA as loss payee

- **Garagekeeper's Legal Liability**

  Garagekeeper's Legal Liability insurance with a limit of not less than one million dollars ($1,000,000) per occurrence.

4. Certificates

All insurance coverage's referenced above, shall be evidenced by one or more certificates of coverage or, with the consent of TCRTA's Risk Manager, demonstrated by other evidence of coverage acceptable to TCRTA's Risk Manager, which shall be filed by Proposer with TCRTA's Executive Director prior to commencement of performance of any of Proposer's duties; shall be kept current during the term of this Contract; shall provide that TCRTA shall be given no less than thirty days prior written notice of any non-renewal, cancellation, other termination, or material change, except that only ten days prior written notice shall be required where the cause of non-renewal or cancellation is non-payment of premium; and shall provide that the inclusion of more than one insured shall not operate to impair the rights of one insured against another insured, the coverage afforded applying as though separate policies had been issued to each insured, but the inclusion of more than one insured shall not operate to increase the limits of the company's liability.

For the commercial general liability insurance coverage referenced above and, where the vehicles are covered by a commercial policy rather than a personal policy, for the comprehensive automobile liability insurance coverage referenced above, Proposer shall also file with the evidence of coverage an endorsement form the insurance provided naming TCRTA, its officers, employees, agents and volunteers as additional insureds and waiving subrogation, and the certificate or other evidence of coverage shall provide that if the same policy applies to activities of Proposer not covered by this Contract then the limits in the applicable certificate relating to the additional insured coverage of TCRTA shall pertain only to liability for activities of Proposer under this Contract, and that the insurance provided is primary coverage to TCRTA with respect to any insurance or self-insurance programs maintained by TCRTA.

5. Deductibles/Retentions

Any deductibles or self-insured retentions shall be declared to, and be subject to approval by, TCRTA's Risk Manager, which approval shall not be denied unless the TCRTA's Risk Manager determines that the deductibles or self-insured retentions are unreasonably large in relation to compensation payable under this Contract and the risks of liability associated with the activities required of Proposer by this Contract. At the option of and upon request by TCRTA's Risk Manager if it is determined that such deductibles or retentions are unreasonably high, either the insurer shall reduce or eliminate such deductibles or self-insurance retentions as respects TCRTA, its officers, employees, agents and volunteers or Proposer shall procure a bond

guaranteeing payment of losses and related investigations claims administration and defense expenses.

- **Property Insurance**

  Property insurance with Special Form coverage including theft, but excluding earthquake, with limits at least equal to the replacement cost of Proposer's business personal property and equipment to be used in the performance of this Contract.

- **Employee Theft/Crime Insurance**

  Proposer shall provide an employee theft/crime insurance policy covering Proposer's employees or outsiders for loss of or damage to money, securities or other property resulting from theft. The following limits of liability should apply:

  Employee Dishonesty - $250,000
  Client Property Blanket Bond - $250,000
  Computer Fraud - $250,000
  Inside or Outside Premises - $50,000
  Depositors Forgery - $250,000

  Proposer shall reimburse TCRTA for all losses within the deductible and for insured losses, the cost to prove the loss, accountant's fees, defense costs including attorneys and any other fees associated with a claim.

6. Compliance with Federal Laws and Regulations

The Contract is financed in part with funding received under FTA Section 5307 and 5311 of the Federal Transit Act. All services performed by Proposer pursuant to this Agreement shall be performed in accordance and full compliance with all applicable federal laws and requirements including, but not limited the Federal Terms provided in Attachment H and I.

7. Conflict of Interest

Proposer covenants that it presently has no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of service required to be performed under this Agreement. Proposer

further covenants that in the performance of this Agreement, no person having such interest shall be employed by Proposer.

8. Conflict of Transportation Interests

Proposer shall not divert any revenues, passengers, or other business from TCRTA to any taxi or other transportation operation of Proposer.

9. Conflicting Use

Proposer shall not use any vehicle, equipment, personnel, or other facilities which are dedicated to TCRTA for performing services under this Agreement for any use whatsoever other than provided for in this Agreement without the prior approval of TCRTA.

10. Audit; Retention of Records

Proposer shall allow the authorized representatives of TCRTA, the U.S. Department of Transportation, and the Comptroller General of the United States and the California State Controller's Office to inspect and audit all data and records of the Proposer relating to performance under this Agreement. Such audit shall be allowed upon reasonable notice of any aforementioned agency. Further, Proposer shall maintain all required records for three years after final payment under this Agreement and until all other pending matters are closed.

11. Compliance with Laws, Rules, Regulations

All services performed by Proposer pursuant to this Agreement shall be performed in accordance and full compliance with all applicable federal, state, or local statutes, and any rules or regulations promulgated thereunder.

Proposer shall pay all taxes required to be paid by it by any applicable federal, state, or local statute, including the Business License Tax levied by Tulare County. Further, Proposer shall secure, on its own behalf, or on behalf of TCRTA if requested, any and all licenses and permits required by law. Proposer shall assure that all of its employees operating TCRTA vehicles possess a valid, current Class B California Driver’s License with appropriate endorsements. Proposer shall not be required to secure a Federal Communications Commission License for the TCRTA radio system. Such license shall be secured by TCRTA and provided to Proposer.

12. Changes in Laws

In the event any federal, State, or local law, rule, regulation or ordinance becomes operative during the term of this Agreement that has the effect of increasing Proposer's operating costs, to include, but not limited to, laws, rule, regulations, or ordinances pertaining to environmental protection or climate change, such as carbon credits, or new taxes imposed based on energy consumption; changes in the Americans with Disabilities Act; or government mandated increases to employee wages and/or benefits, to include health care benefits, TCRTA and Proposer shall meet and confer regarding the potential impact of these unanticipated additional costs and may negotiate an equitable adjustment to Proposer's rates to compensate Proposer for the unanticipated increase in costs.

13. Sale, Transfer, Delegation, and Subletting

Proposer agrees that it will not sell, assign or transfer in whole or in part any right, title or interest it possesses by reason of this Agreement nor delegate or sublet its duties to any other person or entity without first obtaining the written consent of the TCRTA to such sale, assignment, or transfer delegation or subletting. In the event of any violation of this Section, TCRTA may immediately terminate this Agreement.

14. Severability

In the event any provision of the contract is declared or determined to be unlawful, invalid, or unconstitutional, such declaration shall not affect, in any manner, the legality of the remaining provisions of the contract and each provision of the contract will be and is deemed to be separate and severable from each other provision.

15. Jurisdiction/Venue/Waiver of Removal

This Agreement shall be administered and interpreted under the laws of the State of California. Jurisdiction of litigation arising from this Agreement shall be in that State. Any action brought to interpret or enforce this Agreement, or any of the terms or conditions hereof, shall be brought in Tulare County, California. The Proposer hereby expressly waives any right to remove any action to a county other than Tulare County as permitted pursuant to Section 394 of the California Code of Civil Procedure.

16. Dispute Resolution - Mediation

If a dispute arises out of or relates to this Agreement, or the breach thereof, and if said dispute cannot be settled through negotiation, the parties agree first to try in good faith to settle the dispute by non-binding mediation before resorting to litigation or some other dispute resolution procedure, unless the parties mutually agree otherwise. The mediator shall be mutually selected by the parties, but in case of disagreement, the mediator shall be selected by lot from among two nominations provided by each party. All costs and fees required by the mediator shall be split equally by the parties; otherwise each party shall bear its own costs of mediation. If mediation fails to resolve the dispute within thirty (30) days, either party may pursue litigation to resolve the dispute.

17. Waivers

The waiver by either party of any breach or violation of any term, covenant, provision or condition of this Agreement or of any ordinance, regulation or law shall not be deemed to be a future waiver of such term, covenant, provision, condition, ordinance, regulation, or law or a waiver of any other term, covenant, provision, condition, ordinance, regulation, or law. The subsequent payment by TCRTA of any compensation or other money which may become due hereunder shall not be deemed a waiver of any preceding breach or violation by Proposer of any term, covenant, condition, or provision of this Agreement or of any applicable ordinance, regulation or law.

18. Construction

This Agreement reflects the contributions of both parties and accordingly the provisions of Civil Code section 1654 shall not apply to address and interpret any uncertainty.

19. Conflict with Laws or Regulations/Severability

This Agreement is subject to all applicable laws and regulations. If any provision of this Agreement is found by any court or other legal authority, or is agreed by the parties, to be in conflict with any code or regulation governing its subject, the conflicting provision shall be considered null and void. The remainder of the Agreement shall continue in full force and effect.

20. No Third-Party Beneficiaries

Unless specifically set forth, the parties to this Agreement do not intend to provide any other party with any benefit or enforceable legal or equitable right or remedy.

Section 5 – Special COVID-19 Service Requirements

1. Service During COVID-19

TCRTA may temporarily reduce operating hours due to decreased demand during the coronavirus pandemic.

2. Proposer COVID-19 Safety Requirements

The below standards may be superseded by the County's Health Order, Metropolitan Transportation Commission, State of California, or Federal government agencies.

3. Vehicle and Cleaning Requirements

All vehicles must be sanitized daily. Vehicles that may have had drivers or passengers infected by COVID-19 must be immediately removed from service and sterilized. Public facilities maintained by Proposer must be sterilized weekly, spot cleaning in high touch areas will be sterilized daily. TCRTA vehicles and facilities may be subject to additional cleanliness and sterilization mandated by County, Regional, State, and Federal agencies. The Proposer will adhere to TCRTA guidance.

4. Staff Requirements

Proposer shall abide by public health guidelines including the guidelines, rules and regulations set forth by the County, Regional, State and Federal agencies. Proposers staff who are ill or experiencing COVID-19 symptoms or suffering from COVID-19 shall not be allowed to perform services that encounter the public until cleared by a health professional or other appropriate clearance. TCRTA is to be notified if any Proposers staff who has contact with the public contact COVID-19. Proposers staff will: 1) adhere to wearing masks (unless in an isolated office with no other workers), washing hands/maintaining cleanliness, and physical distancing; 2) request that passengers adhere to wearing masks and observe physical distancing standards; and 3) spot check to ensure all requirements established by County, Regional, State, and Federal requirements are being adhered to.

5. Proposer COVID-19 Expense Tracking Requirements

Proposer invoices should include a separate line item(s) for expenses incurred as a result of the COVID-19 pandemic. The Price List sheets includes a line item for COVID-19 related expenses, which must be filled out based on Proposer's projections. COVID-19 information will be also used to complete federal and potentially other reporting requirements or needs.

Section 6 – Scope of Work

1. General

General Scope of Work

Proposer shall provide management, supervision, technical, personnel and operating services, complete employee training, and other services necessary for the daily operation of TCRTA transit services described in this Scope of Work. The primary goal of TCRTA services is to provide the region with quality transit services that offer a high-quality alternative to driving in Tulare County. The objectives in meeting that primary goal in the daily operation of TCRTA are to:

1. Supply properly trained and certified transit vehicle operators.
2. Provide all support staff including dispatchers, clerical, training and safety personnel, management personnel, supervisory personnel, and fleet, bus stop, and transit center cleaning personnel.
3. Supply daily supervision.
4. Provide transit service according to the routes, time, and schedules as defined herein and as may be modified.
5. Provide computer assisted dispatching (CAD), automatic vehicle locating (AVL), and customer relations management (CRM) software and equipment.

2. Projected Revenue Hours and Miles

TCRTA projected annual revenue hours and miles can be found in the tables below. **Revenue hours and miles reflected in the tables below are not a contractual guarantee, only an estimate.** Regional On-Demand service is in the planning stages and service hours are dependent on vehicle availability and service adoption. Due to the ongoing COVID-19 pandemic service hours may be reduced and some services may be suspended or eliminated**. Proposers will be paid for actual hours and miles performed not for estimates as stated below.** Revenue hours and miles may vary by 20% and proposals should hold constant hourly, miles, and fixed rates within that fluctuation throughout the contract performance period and any optional years. TCRTA will notify Proposer of additional service revisions or changes at least 60 days prior to the change(s). If at any time, changes to the entire service are greater than 20% overall (not including service changes due to events in the force majeure clause, which are common and may occur at any time), the Proposer may request a contract amendment, in writing to be submitted 30 days prior to the change in service.

Note: TCRTA is finalizing service changes and will provide updated projected revenue hours and miles as an addendum.

Projected Revenue Hours Table

FY 2022/23 – FY 2029/30					
Location	**Commuter Route Service Hours**	**Local Route/Circulator Service Hours**	**ADA Paratransit Service Hours**	**On Demand Service Hours**	**LOOP Service Hours**
Dinuba	N/A	N/A	2,000	12,000*	N/A
Exeter	N/A	N/A	N/A	5,500*	N/A
Farmersville	N/A	N/A	N/A	5,500*	N/A
Lindsay	N/A	N/A	450	5,500*	N/A
Porterville	N/A	25,000	3,000	12,000	N/A
Tulare	9,000	25,000	3,000	10,000*	N/A
Woodlake	N/A	N/A	2,000	2,500*	N/A
County	35,236	N/A	1,800	N/A	2,400
Total	**44,236**	**50,000**	**12,250**	**53,000**	**2,400**

**New Service Starting July 1, 2022*

"Optional" Projected Revenue Hours Table (Exeter and Farmersville)

FY 2022/23 – FY 2029/30		
Location	**Local Route/Circulator Service Hours**	**ADA Paratransit Service Hours**
Exeter	4,100	500
Farmersville	4,100	700
Total	**8,200**	**1,200**

"Optional" Projected Revenue Miles Table (Maintenance)

FY 2022/23 – FY 2029/30					
Location	**Commuter Route Service Miles**	**Local Route/Circulator Service Miles**	**ADA Paratransit Service Miles**	**On Demand Service Miles**	**LOOP Service Miles**
Tulare Fleet	156,140	500,000	TBD	TBD	N/A
County Fleet	825,000	108,000	TBD	N/A	1,000
Total	**981,140**	**608,000**	**TBD**	**53,000**	**1,000**

3. Description of TCRTA Services

Information in this section provides various requirements that TCRTA is looking for as part of a comprehensive proposal. Submitted content must address requirements herein. There are other specific requirements based on the transit service type in the subsequent sections.

TCRTA will only accept proposals for all transportation operation services which include fixed route, complementary ADA paratransit, and On-Demand services, general management, supervision, dispatching, training, vehicle operators, customer service agents, fleet cleaning, bus stop cleaning and maintenance, and transit center cleaning.

SERVICE	AREA COVERED
Local Fixed Route	Exeter 1 *(Optional)* Farmersville 1 *(Optional)* Porterville 1, 2, 3, 4, 5, 6 Tulare 1, 2, 3, 4, 5, 6
Local Circulator Route	60, 70, 80, 90
Commuter Fixed Route	TCAT 10, 11x, 20, 30, 40
Complementary ADA Paratransit	Complimentary ADA Paratransit are provided in the same cities that provide local fixed routes.
General Paratransit	General paratransit service is provided in the City of Woodlake.
On-Demand	On-Demand is provided in the Cities of Dinuba, Exeter, Farmersville, Lindsay, Porterville, Tulare, Woodlake.
Customer Service (Ticket Sales)	Dinuba, Transit Center, Porterville Transit Center, Tulare Transit Center.

TCRTA uses web based on-time arrival and trip planning technologies (e.g., Google Transit Real-Time) which reduces the burden of TCRTA Customer Service Agents who are responsible for providing general transit information.

TCRTA's video security systems, not in all vehicles, assist Proposer in addressing safety, security, and customer service issues. As funding becomes available, TCRTA will seek to install video security systems in all revenue vehicles and at transit centers.

TCRTA is seeking Proposers to propose a comprehensive computer assisted dispatching (CAD), automatic vehicle locating (AVL), and customer relations management (CRM) software and equipment to further assist with cost efficient scheduling, arrival times, trip reservations and communications. Currently the City of Porterville utilizes RouteMatch, and the City of Tulare utilizes Syncromatics, which both are on a month-to-month license.

TCRTA will assume responsibility for managing the basic information technology infrastructure (cellular data, modem/routers, fareboxes).

Proposer is responsible for supplying and maintaining any systems they propose and any system they may require for records, payroll, time reporting, etc.

4. Service Hours and Days

All TCRTA services (local fixed routes, local circulator routes, commuter routes, complementary ADA paratransit, and on-demand) operate on the same service days.

All local fixed routes operate the same service hours. Service is between the hours of 7:00 am to 7:00 pm, Monday through Saturday, and limited service on Sundays from 8:00 am to 5:00 pm.

Depending on the specific commuter routes, service hours vary. Service is generally available between the hours of 5:00 am to 9:00 pm, Monday through Saturday, and limited service on Sundays from 8:00 am to 8:00 pm.

TCRTA services do not operate on the following holidays: New Year's Day, Easter Sunday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day.

TCRTA services operate on a "Sunday" schedule for the following days: Martin Luther King Day, Presidents Day, Veterans Day, Day after Thanksgiving, Christmas Eve, New Year's Eve.

5. Local Fixed Route and Circulatory Service

TCRTA generally operates a timed-transfer system on headways that typically vary between 30 to 60 minutes throughout the day. **Bus Schedules will be provided as an addendum to the RFP.** Proposer shall be responsible for ensuring that the revenue service it operates is per the published schedule in print and on the TCRTA website; any deviations from the published schedule must be approved by TCRTA in writing.

List of Local Fixed and Circulatory Routes

City of Exeter (Local Fixed Routes) – E1 *(Optional)*

City of Farmersville (Local Fixed Routes) – F1 *(Optional)*

City of Porterville (Local Fixed Routes) – P1, P2, P3, P4, P5, P6

City of Tulare (Local Fixed Routes) – T1, T2, T3, T4, T5, T6

County of Tulare (Local Circulatory Routes) – 60, 70, 80, 90

Note: Currently, TCRTA contracts with the City of Visalia to perform fixed route and ADA paratransit services for the Cities of Exeter and Farmersville. TCRTA is requesting "optional" pricing to perform fixed route and ADA paratransit services for the Cities of Exeter and Farmersville.

6. Commuter Routes

TCRTA generally operates commuter routes that connect communities in the county on headways that typically vary between 30 to 120 minutes throughout the day. Please see the

current bus schedules attached. Proposer shall be responsible for ensuring that the revenue service it operates is per the published schedule in print and on the TCRTA website; any deviations from the published schedule must be approved by TCRTA in writing. **Commuter Bus Schedules will be provided as an addendum to the RFP.**

List of Commuter Routes

10, 11x, 20, 30, 40

7. On-Demand Services

On-Demand service offers local origin to destination shared ride service(s). Other passengers will be picked-up and dropped-off along the way. This service is open to the public with no application necessary to use. General trips are booked on the Uber mobile application. Youth, Senior, and ADA trips are booked by calling the TCRTA Central Call Center (Customer Service). On-Demand also serves ADA eligible residents. ADA eligible riders requiring a trip will be placed on complementary ADA paratransit if the on-demand service is not suitable.

On-Demand service operates in seven communities within the County of Tulare. On-Demand services are provided in the Cities of Dinuba, Exeter, Farmersville, Lindsay, Porterville, Tulare, and Woodlake.

All On-Demand services operate the same service hours. Service is between the hours of 6:00 am to 10:00 pm, Monday through Saturday, and limited service on Sundays from 8:00 am to 8:00 pm.

If additional vehicles and revenue hours are warranted to expand service, Proposer will be given 60 days' notice.

Drivers should strive to arrive at their pick-up destination in a timely manner. Upon arrival of the vehicle at the passenger's pick-up point, the driver shall notify the passenger of their presence by a honk of the horn. Passengers who reside in an assisted living facility or are to be picked-up at a medical facility must be at the curb. Drivers will not go into facilities. Should the passenger not appear during the time frame (5 minutes), the driver shall note the trip as a no-show, resume service and proceed to the next scheduled reservation.

Drivers shall assist Americans with Disabilities (ADA) passengers using on-demand services whenever possible from the curb of their origin to the curb of their destination. Proposer shall use the highest reasonable degree of care in assisting passengers. Assistance with ADA passengers shall, at a minimum, meet the requirements of the ADA. Proposer shall park as close and safely as possible to each passenger's origin and destination, including parking lots when necessary.

NOTE: On-Demand phone trip reservations are completed by the TCRTA Central Call Center (Customer Service). Proposer is responsible for dispatching and performing the trips.

8. Complementary ADA Paratransit Service

TCRTA complementary ADA paratransit service is available to qualified, certified persons with disabilities unable to board a regular local fixed route, access a bus stop, or otherwise navigate the regular fixed route bus system due to a disabling condition as defined by the ADA.

TCRTA complementary ADA paratransit service operates on the same hours and days as regular local fixed routes.

TCRTA complementary ADA paratransit service is operated within ¾ of a mile from a regular local fixed route.

TCRTA complementary ADA paratransit eligibility is conducted by the TCRTA Central Call Center (Customer Service). Eligible individuals are entered into the regional database.

Proposers shall arrive at the appointed passenger pick-up time but under no circumstances no more than 15 minutes after the appointed pick-up time. If in the case the Proposer arrives early, they shall wait until the designated pick-up time, if contact is made with the passenger in this time frame no requirement shall be made by the Proposer for the passenger to leave before their scheduled pick-up time. If the Proposer arrives early and the passengers wishes to leave early the Proposer shall accommodate the passenger if it is reasonable.

Passengers picked up later than 15 minutes will be considered “late”, and Proposer will be subject to an assessed deduction. Proposer shall notify passengers by telephone whenever possible if the vehicle scheduled to pick them up is expected to arrive at the appointed pick-up location more than 15 minutes later than the appointed time.

Upon arrival at the passenger’s pick-up point, the driver shall notify the passenger of their presence by a honk of the horn. Passengers who reside in an assisted living facility or are to be picked-up at a medical facility must be at the curb. Drivers will not go into facilities. The driver shall wait no more than 5 minutes to pick-up a passenger after their scheduled pickup time.

Should the passenger not appear during the time frame (5 minutes) and no contact has been made with the passenger, the driver shall note the trip as a no-show, resume service and proceed to the next scheduled reservation. The missed pick-up shall be considered a “no-show” and the procedures for no-show shall be followed. In the case of large facilities with multiple exits and entrances, TCRTA shall confirm with passengers where they wish to be dropped-off and picked-up. In the case that a driver will not be performing the return trip for

a passenger they shall relay the exact pick-up location to dispatch to forward to the next driver.

NOTE: Complementary ADA Paratransit trip reservations are completed by the TCRTA Central Call Center (Customer Service). Proposer is responsible for dispatching and performing the trips.

9. LOOP Bus Service

The LOOP Bus provides at-risk youth with free transportation to free activities that connect them to mentoring and gang prevention programs throughout Tulare County. The program is funded by Measure R and the Tulare County Board of Supervisors. **This service, while part of a TCRTA services, shall be priced separately on the pricing form and invoiced separately.**

Note: Proposer will provide charter services, for the LOOP Bus Service, upon request by TCRTA consistent with FTA Charter Service Regulations in effect at the time of this Agreement (49 CFR Part 604 which implement 49 U.S.C. 5323 (d)). These charter regulations allow for limited exceptions of when the TCRTA may provide charter service, including:

- Official government business.
- Qualified Human Service Organizations (elderly, persons with disabilities, and low-income individuals).
- When no registered charter provider responds to a notice sent by TCRTA.
- By agreement with all registered charter providers.
- Petitions to the Administrator – Events of regional or national significance or hardship.

Note: Drivers of the Loop Bus Service shall possess a SPAB (School Pupil Activity Bus) certificate. Drivers shall meet all applicable requirements as established by the California Highway Patrol.

10. Other Services or Special Assignments

TCRTA may elect to add additional hours for special events where increased public transit is needed. The Proposer shall furnish drivers and staff to provide such service.

11. Emergency Response and Mutual Aid

TCRTA may be called upon for emergency operation services in the event of a disaster. Also, TCRTA is a part of the Tulare County Mutual Aid Agreement. TCRTA could be called upon to provide vehicles, drivers, and other manner of support to the areas affected within the County. The Proposer should be able to furnish staff and capital needs to affected areas as directed by the TCRTA and Tulare County's Emergency Operations personnel.

12. Vehicle Maintenance

Vehicle maintenance will be the responsibility of TCRTA. The following table represents TCRTA maintenance and fueling facilities.

North County Yard (Dinuba)	Central County Yard (County)	South County Yard (Porterville)
CNG/Gasoline/Diesel Fueling	CNG Fueling	CNG/Gas/Diesel Fueling/ Battery-Electric Charging
Vehicle Maintenance performed by City of Dinuba	Vehicle Maintenance performed by TCRTA	Vehicle Maintenance performed by City of Porterville
Dinuba and County Fleets	County and Tulare Fleets	Porterville, Woodlake, County Fleets

Note: TCRTA is requesting "optional" pricing to perform fleet maintenance at the Central County Yard.

13. Central Call Center

TCRTA is responsible for the management, supervision, and staffing the TCRTA Central Call Center. Primary functions performed at the TCRTA Call Center is customer service, trip reservations, ADA certification, and travel training.

TCRTA Central Call Center will be based out of the Central County Yard. This facility is located 25430 Road 140, Tulare, CA 93274.

Note: TCRTA is seeking Proposers to propose a computer assisted dispatching (CAD), automatic vehicle locating (AVL), and customer relations management (CRM) software and equipment similar to Ecolane. TripSpark, and Happy Fox, for TCRTA to operate the Central Call Center, monitor operations, and ADA complementary paratransit trip reservations.

14. TCRTA Transit Centers

TCRTA has four Transit Centers located in the Cities of Dinuba, Porterville, Tulare, and Woodlake. TCRTA is planning to design and construct Transit Centers in the Cities of Exeter, Farmersville, and Lindsay. Construction of these new transit centers are dependent on securing funding.

The Transit Centers at the Cities of Dinuba, Porterville, and Tulare each have a ticket office area, driver break room, and limited offices for Proposer's dispatch and supervisory staff.

Proposer is responsible for staffing customer service agents (Ticket Sales) at the Transit Centers located in the Cities of Dinuba, Porterville, and Tulare. The City of Woodlake Transit Center does not have a ticket office. Proposer is responsible for general cleaning and janitorial for maintaining cleanliness, safety, and a respectable image (pressure washed when needed). Proposer shall provide all cleaning supplies and cleaning equipment required.

Note: TCRTA is responsible for facility maintenance, landscape, and utilities.

15. Bus Stops

Garbage receptacles have been or will be removed at all bus stops except transit center facilities. Proposer is responsible for providing bust stop trash removal, bus shelter and bus stop maintenance throughout TCRTA's service area. **This service, while part of a maintenance function, shall be priced separately on the pricing form**. This shall include:

- General cleaning including, but not limited to, trash removal, graffiti removal, glass and bench cleaning, removal of foreign substances, and sweeping shelter interior and sidewalk adjacent to the shelter.

- Proposer shall provide daily cleaning (trash removal, removal of foreign substances, graffiti removal, and sweeping) to all TCRTA bus stops with benches and shelters.

- Proposer shall provide complete monthly detailing to all TCRTA bus stops with benches and shelters for maintaining cleanliness, safety, and a respectable image (pressure washed when needed).

- Perform other minor repairs as required.

- Dismantle, move, and erect bus stop poles, signs, and shelters as needed.

- Proposer shall provide all supplies and equipment required. TCRTA shall provide materials including bus stop signs, shelters or shelter parts, other items to the Proposer to fulfill the stop and shelter maintenance obligation.

Note: Bus Stop cleaning and maintenance is an opportunity for Proposer to contract with a DBE.

16. Responsibility of TCRTA

TCRTA is responsible for the tasks, assets, and services included in this section:

A. Management/Administration Oversight

- Marketing and public outreach.
- Development and printing of schedules and informational materials.
- Development and printing of fare media.
- Development and printing of TCRTA logos/decals/signage.
- Advertising and marketing materials on buses and facilities.
- ADA Paratransit eligibility.
- TCRTA Customer Service (Central Call Center).
- Fare policies

B. Planning

- Service planning and route design.
- Long- and short-range operating and capital planning.

C. Maintenance and Equipment

- Vehicle and equipment maintenance.
- Facility and landscape maintenance.
- Farebox and video security equipment.
- Fuel for TCRTA vehicles.
- Bus stop and shelter equipment.
- Transit Center office furniture and some equipment.

D. Technology

- ITS infrastructure.
- Cellular data and modems/routers.
- Facility and onboard security systems and technology.
- Radio communications, including dispatch equipment.
- Point of sale system.

E. Amenities

- Passenger amenities, signage, and related components.

F. Transit Center Utilities

- Water, Sewer, Trash, Gas, Electric, Phone, and Internet.

G. Liability Insurance for TCRTA Vehicles

- Liability Insurance of TCRTA vehicles will be the responsibility of the TCRTA.

17. Responsibility of Proposer

A. Equal Opportunity Employer

Proposers shall not discriminate based on race, color, religion, national origin, ancestry, sex, physical disability, or other protected class.

B. Equal Opportunity Employer

Proposers declare that they, as the successful Proposer, will agree to retain qualified, non-management employees of the current Contractor(s) for a period of at least 90 days, in accordance with California Labor Code Section 1072.

C. Uniforms

Proposer shall provide uniforms, approved by TCRTA, for all employees and shall wear TCRTA-approved uniforms while on duty. Uniforms shall be clean and neat. The TCRTA logo shall be displayed prominently on the uniform. Proposer logos are allowed on the uniform. However, Proposer logo shall be displayed secondarily to TCRTA logos in respect to size and area.

Employees shall wear name tags that clearly display their names while performing their duties. Footwear must either be black or brown and weather and terrain appropriate (Ex: non-slip shoes, boots, hiking shoes), that are professional in appearance. Tennis shoes are not allowed. Employees shall always be neatly groomed and dressed in uniform while on duty except during special theme-oriented days designated by Proposer and approved by TCRTA.

Note: Proposer logo placement shall be approved by TCRTA. Uniform non-compliance will result in a penalty.

D. Fare Collection

Proposer shall collect a valid fare from all persons riding TCRTA services provided under this Contract in accordance with the fare structure established by TCRTA. TCRTA reserves the right to amend the fare structure. Any changes to the fare structure shall be communicated to the Proposer in writing at least 30 days in advance of it taking effect. Proposer shall not deny access to any person paying a valid fare without specific

permission by TCRTA. Proposer shall honor valid TCRTA employee passes. Proposer will not issue free passes or any other passes without prior approval of TCRTA.

TCRTA will notify the Proposer of any promotion TCRTA is conducting on a route. All Free Ride/Discount promotions shall be honored by the Proposer. The operator shall have the responsibility to verify that the Free Ride/Discount promotion presented is valid and has not expired. Instructions will be provided for the counting of riders. Since operators will be asked about TCRTA activities, the information shall be posted in a prominent location and/or circulated among the operators. Proposer will be further required to remove any outdated postings of any information or promotional materials on buses and/or facilities, unless otherwise directed by TCRTA.

All fares collected by Proposer shall be collected in fareboxes provided by TCRTA. At the conclusion of each service day, Proposer shall be responsible for probing the farebox, exchanging the cashbox, and storing the used cashboxes in a secure vault. On the following day, TCRTA is responsible for collecting the used cashboxes, counting, reconciliation, and depositing the revenues.

Proposer shall ensure the appropriate security systems and procedures are in place to safeguard the fares and fare collection process. Security systems and procedures may include monitoring the probing of the farebox, transfer of cashboxes, and storage of the cashboxes in the Proposers vault. TCRTA shall have the right to accept, reject, or require changes to the security systems or procedures outlined by Proposer.

Note: Deductions may be assessed for discrepancies.

E. Bus Operators (Drivers and Supervisors)

Proposer shall be entirely responsible for the employment and supervision of operators necessary to perform system operations. Such responsibilities shall include, although not necessarily limited to:

- Operator recruitment
- Onboarding
- Screening
- Selection
- Training
- Supervision
- Proper licensing
- Employee relations
- Discipline
- Retraining
- Evaluation
- Termination

Minimum Qualifications

As a part of operator recruitment, operator must:

- Be at least 21 years of age.
- Have a minimum of three years licensed driving experience.
- Have no more than three moving violations or accidents within the immediately preceding three-year period.
- Have no convictions for misdemeanor or felony driving under the influence or no failures to appear.
- Have never been convicted of a violent crime, or a crime of moral turpitude.
- Must be eligible to work in the United States.
- Have a high school diploma or equivalent.
- Proposer shall procure background checks before hiring any operator. The contents and source of the background check must be approved in advance by TCRTA.
- Each operator must hold, and always maintain, the proper valid licenses and certifications required by the DMV, CHP, State and Federal regulating agencies to operate a transit vehicle in revenue and non-revenue service. Licenses and certifications shall include, but not limited to the following: a valid Class B, endorsed for air brakes and passengers, driver's license issued by State of California, a DMV Medical Examiner's Certificate, and Verified Transit Training (VTT). Proposer shall screen the California DMV record of each prospective operator.
- Proposer shall conduct background checks in accordance with applicable law, including California Labor Code 432.7, and shall review the criminal history of each application for the position of operator and shall reject any applicant with any felony conviction. Exceptions may be submitted in writing to TCRTA for approval. Criminal checks must include all places of residence noted on the application.
- All operators must be able to read and speak the English language sufficiently to converse with the public, provide instructions in the event of an emergency, understand highway traffic signs and signals, understand street signs, understand routes and schedules, respond to dispatch, fill out incident and accident reports, fill out pre- and post-trip inspection reports, and any other document or report requested or required by law.

F. Road Supervision

The Proposer shall have a minimum of 4 road supervisors in the field during the span of service. At a minimum, Proposer shall have 1 Road Supervisor for the Complementary ADA Paratransit service and 1 Road Supervisor for On-Demand Service. Road Supervisors shall be in numbers sufficient to respond to any incident/accident within a maximum of 20 minutes of the call during the span of service.

Road Supervisors are responsible for managing and directing the activities of the vehicle operators including on-time performance, lift problems, fare issues, farebox problems, accident investigation, assistance in disputes/incidents, determining and working with

detours, operator ride-a-longs, operator semi-annual evaluations. Proposer shall provide Road Supervisors with a separate, independent radio communication system. Cell phones are permissible.

G. Emergency Operations

Proposer shall be aware and make its employees aware that TCRTA is an agency that participates in emergency response actions. Although TCRTA expects all reasonable cooperation during any emergencies or emergency response operations, Proposer employees are not considered Disaster Service Workers under California Law. During all hours of operation, the Proposer shall have one manager or other supervisory employee on duty and designated as having immediate authority over all current operations. The identity of that employee must be communicated to all other on-duty employees for that shift, and to TCRTA.

H. Fleet Maintenance "Optional"

Proposer will, at its sole expense, be required to maintain all buses and sub-components, for the Central County Yard fleet, in first class condition. Member agencies will maintain all buses and sub-components at the North County and South County Yards. The Proposer shall strictly adhere to the vehicle manufacturer's recommended maintenance practices, or TCRTA's established practice, whichever is greater. A list of the TCRTA fleet, by Yard, is attached.

A state of good repair preventative maintenance program of all revenue service equipment, which meets or exceeds TCRTA's Preventative Maintenance Program, is required under this contract. The Proposer shall also perform monthly safety inspections and record all defects found and the date the defects were corrected.

Note: Deferring bus maintenance is strictly prohibited and is grounds for contract termination.

In addition, the Proposer shall perform such procedures on buses as required by Title 13, California Administrative Code, as such provisions currently exist, or hereafter amended or superseded. The Proposer shall comply with all California Highway Patrol Motor Carrier Safety Regulations pertaining to inspections. The Proposer shall notify TCRTA's designee prior to or at first knowledge of all inspections performed by the CHP, or any other inspections performed by any other governmental agencies and transmit results of said inspections to TCRTA.

Note: The Proposer shall ensure that all applicable certifications are displayed on all buses.

The Proposer shall be responsible for completing all repairs to all vehicles, assigned to the Central County Yard, required to keep them in proper working condition. The Proposers obligation to repair will include, but not be limited to, all work on and/or replacement of body and paint, power train, undercarriage, interior, seats, HVAC, wheelchair lift/ramp, farebox, etc.

Note: Work shall occur prior to placing vehicle back in service. Proposer may be assessed a deduction for not taking corrective action in a timely manner.

The Proposer is expected to adhere to the vehicle manufacturers' recommendations in providing these services. A Vehicle Maintenance Plan will be developed documenting the manufacturers' recommendations in the form of Preventative Maintenance Inspection sheets.

- Fixed Route vehicles operates approximately 1,000,000 total miles annually.
- ADA Paratransit vehicles operate approximately 500,000 total miles annually.
- O-Demand vehicles operate approximately 600,000 total miles annually.

The Proposer is responsible for assuring the quick and complete repair of all vehicles and for maintaining a 20% spare ratio of active fleets to the number of vehicles required for peak service demands.

All preventive maintenance (PM) shall be performed at regularly scheduled intervals using state of good repair principles as included in the preventive maintenance program intervals. All preventive maintenance must be performed within 10% of TCRTA's indicated interval, or lacking a TCRTA interval, the manufacturer's recommended interval.

Note: Lack of required preventive maintenance by the Proposer may result in assessed deductions and/or further contractual action.

It shall be the responsibility of the Proposer to maintain change out records for all components. This includes warranty repairs/replacements. These records are the responsibility of the Proposer whether work is performed internally or through outside vendors.

Proposer shall be required to comply with the California Air Resources Board (CARB) Fleet Rule, Federal, State, and Local exhaust emission requirements.

Proposer shall ensure that maintenance staff are completely trained, familiar with all repairs, servicing and maintenance needs associated with the fleet provided by TCRTA.

- Maintenance Mechanic – Position requires high school diploma or GED equivalent and heavy-duty bus maintenance experience, a good driving record with a class B driver's license or the ability to obtain one; experience and education should be equivalent to five years; must have the ability to obtain 608 – 609 A/C certification; must have strong ability to analyze wiring problems using schematics; knowledge of wedge and s-cam brake systems.

- Maintenance Utility Worker – Position requires a good driving record; education achievement equivalent to the completion of high school; prior demonstrated experience in janitorial, bus facility service and cleanup; knowledge of general janitorial and or bus facility servicing/cleanup procedures; working familiarity with basic cleaning and routine mechanical maintenance of transit vehicles.

Proposer, at its sole cost and expense, shall provide all lubricants, hand tools, repairs, cleaning, parts, supplies, labor, maintenance and component rebuilding and/or replacement as required for the safe and reliable operation of all equipment pursuant to this contract. Proposer shall be fully responsible for the safe and efficient maintenance of all vehicles, including servicing of emission/exhaust systems, to be used to perform this contract in strict conformity to requirements of the OEM, emissions/exhaust systems manufacturers, the California Highway Patrol Out of Service Criteria and applicable local, state, and federal regulations and requirements.

The Proposer is responsible for assuring that the maintenance personnel receive training in all aspects of the servicing and repair of the buses, including any evolving vehicle/equipment technologies acquired by TCRTA, including information on service updates and technical bulletins. Proposer shall be responsible for maintaining complete records of all training given to each employee. These records may be inspected by TCRTA personnel at any time.

All parts supplied by Proposer shall be new and meet Original Equipment Manufacturer (OEM) or TCRTA approved standards. The Proposer shall not use parts from one bus to another unless expressly approved by TCRTA.

Proposer shall establish and maintain an ongoing spare parts inventory sufficient to meet peak hour vehicle requirements. The Proposer shall submit a monthly report for any parts used showing the part, part number, part price, vehicle, and work order number. Parts over $500 or have a useful life of at least one year must be itemized in a monthly report to accompany the monthly invoice.

All fuels, lubricants, and parts shall be maintained, used, and disposed of properly in compliance with all relevant state and federal regulations.

All wheelchair lifts/ramps, tie-downs, and related equipment shall meet ADA requirements. Operator pre-trip inspections shall be utilized to check lift/ramp operation before pull-out from the garage. If the lift/ramp is inoperable at the time of pull-out, the vehicle shall be repaired or traded before pull-out. No vehicle shall be operated in revenue service without functioning ADA equipment. Doing so may be grounds for contract termination.

TCRTA vehicles are equipped with various tire sizes. Proposer shall replace tires on vehicles using the size and load capacity specified by the specific vehicle manufacturers. As a general standard the tires shall be steel belted 16 ply radial tires with a load range of H and shall be suited for highway speeds.

Note: Expenses associated with the purchase and/or leasing of tires and wheels shall be the responsibility of TCRTA. TCRTA reserves the right to contract with outside vendors for the purchase and/or leasing of tires and wheels. TCRTA will strive to have sufficient tires and wheel at the facility to expedite the availability of revenue vehicles.

The Proposer must assure all equipment and tools are available to the employees to perform all repairs to the vehicles, including all hand tools and special tools such as torque wrenches, impact guns, electronic readers, engine and transmission readers, electronic sign programmers, opacity meter, etc.

The vehicles may be equipped with a variety of technologies, including electronic fareboxes and destination signs. The Proposers shall maintain each of these systems per the manufacturer's and TCRTA's recommended guidelines.

Proposer shall be responsible for all costs for towing vehicles. Towing must be performed properly to assure against damages to the vehicles. Any damage resulting from improper towing procedures shall be the responsibility of the Proposer.

The Proposer may utilize outside services to perform such repairs as power train rebuilds, paint and body, etc. The Proposer shall provide TCRTA with a list of vendors that will be used. TCRTA must approve the list of vendors prior to the Proposer utilizing any vendor. Work performed by outside services shall be the responsibility of the Proposer. All work done shall be of first grade quality by factory authorized and certified technicians and/or repair shops. Warranties must be provided for work performed.

All outside engine repairs/rebuilds must be performed by a factory authorized repair technician and certified shop. All parts used in the repair of the engines must be genuine OEM parts.

All outside transmission repairs/rebuilds must be performed by a factory authorized repair technician shop. All parts used in the repair of the transmissions must be genuine OEM parts.

The Proposer, or an approved subProposers, is responsible for performing road calls, when necessary, in an expedient manner. The Proposer must take every step possible to assure the least inconvenience and discomfort to the passengers. In order to meet this requirement, the replacement bus must leave the yard within 15 minutes of the call to maintenance. All road calls that result in a delay of service shall be reported immediately to the Executive Director or his/her designee.

The Proposer is responsible for maintaining proper records and maintenance on the vehicles and their sub-components as per applicable warranty requirements. The Proposer will work with TCRTA in assuming all requirements are met, and that paperwork for warranty repairs are processed on a timely basis. Additionally, Proposer shall be responsible for ensuring that employees are properly trained to perform warranty work as required by TCRTA. Any warranty reimbursements from vendors shall go to TCRTA.

Note: TCRTA reserves the right to purchase and maintain the maintenance software, at any time.

Maintenance personnel shall wear TCRTA-approved uniform shirts and pants while on duty. The Proposer is responsible for ensuring that maintenance personnel have the proper work clothes, shoes, goggles, safety glasses, etc. to assure the safety and professionalism of its employees. Attire shall be clean and neat. The TCRTA logo shall be displayed prominently on the uniform. Proposer logos are allowed on the uniform. However, Proposer logo shall be displayed secondarily to TCRTA logos in respect to size and area. Proposer logo placement shall be approved by TCRTA.

Note: TCRTA Fleet Schedule for “Optional” Central Yard Maintenance will be provided as an Addendum to this RFP.

I. Fueling

Proposer will drive TCRTA vehicles to be fueled/charged at night.

J. Fleet Cleaning

Proposer is required to maintain the inside and outside appearance of TCRTA vehicles in a neat, safe, and operable condition. Such cleaning will include removal of all dirt, debris, and graffiti. Proposer will promptly notify TCRTA of any repair, broken, cut, worn, torn, or

vandalized components of the vehicles to eliminate hazards and unsightliness, and to minimize passenger discomfort.

Daily, all TCRTA vehicles utilized in revenue service shall be cleaned, including washing and scrubbing of the full exterior, wheels, inside of all windows, scrubbing of oil or other excessive residue off the rear end, dusting or vacuuming of all seats, dashboard, stanchions and exposed services, and sweeping or vacuuming of all floor areas, including the removal of gum, grease, oil, etc.

Bus exteriors must always be maintained, specifically paint and body, for an aesthetically pleasing appearance. The Proposer is responsible for using only quality grade soaps and cleaning solvents that will not damage the exterior or interior surfaces of the buses including advertisements. These solvents should also be environmentally friendly.

All graffiti, interior and exterior, that is cleanable shall be removed as soon as practicable, preferably before vehicle is placed back in service. If the graffiti is obscene, or gang related, it shall be removed immediately, or the vehicle shall not be used in revenue service until corrected.

All windows and/or inserts that are scratched/etched/fogged to the point of becoming opaque/distorted/seriously damaged causing possible safety issues shall be immediately reported to TCRTA. All windows that are scratched/etched and hamper clear vision shall be reported to TCRTA. Scratched/etched and hampered vision shall be defined to include bus wash abrasion, graffiti, and damage that exceeds 50% of the window or contains obscene or gang-related etching.

Seats shall be maintained in proper operating condition. All tears, cuts, gum, graffiti, and other damage shall be reported to be repaired by TCRTA. TCRTA will replace cushion materials that are worn or cannot be professionally repaired. Proposer is responsible for steam cleaning and properly disinfecting, as soon as possible, if bodily fluids or solids are deposited on any seats and if seat cushion materials cannot be replaced.

All seats shall be free of excessive dust. Cushioned seats must be vacuumed, keeping dust to a minimum. Each revenue vehicle shall have the seats, stanchions, ceilings, side walls, and floors scrubbed, washed, or shampooed monthly. All seats and surfaces must be completely dry before being placed in revenue service.

Proposer will perform additional cleaning as directed by TCRTA using approved cleaning agents in response to emergency or public health conditions.

See also “Special Requirements under COVID-19” section.

Proposer shall provide all cleaning supplies and equipment to perform interior and exterior cleaning. Bus wash racks located at the City of Porterville and Dinuba Yards may be used if operable. Proposer shall be responsible for all water containment and collection at TCRTA or City facilities if wash rack is not available or inoperable. **Proposer is not relieved of cleaning the vehicles if a bus wash rack is not available or inoperable.**

This service, while part of a maintenance function, shall be priced separately on the pricing form.

Note: Bus Stop cleaning and maintenance is an opportunity for Proposer to contract with a DBE.

K. ADA Equipment

All wheelchair lifts/ramps, tie-downs, and related equipment shall meet ADA requirements. Operator pre-trip inspections shall be utilized to check lift/ramp operation before pull-out. If the lift/ramp is inoperable at the time of pull-out, the vehicle shall be repaired or traded before pull-out. No vehicle shall be operated in revenue service without a functioning ADA equipment. Doing so may be grounds for contract termination.

L. Onboard Technologies

Some TCRTA vehicles are equipped with a variety of technologies, including passenger Wi-Fi, security camera systems, electronic fare boxes, digital destination signs, automatic voice annunciators (AVA), automatic passenger counters (APC), and infotainment systems. Operator pre-trip inspections shall be utilized to verify operation of onboard technologies before pull-out. Proposer will report any onboard technology equipment not functioning properly to TCRTA.

M. Advertisement on Vehicles

Proposer shall make vehicles available for decaling and/or installation of advertisements. The advertising contractor will make every attempt to provide Proposer with at least 24 hours of notice. Most of the decaling and installation of advertisements shall take place on the weekends or after revenue service hours.

The Proposer shall be responsible for the cost of damages to the advertisements due to accident damage, abuse, or negligence on the Proposer's part. The Proposer shall work with TCRTA's advertising contractor to reach mutual settlement for such damages.

N. Use of Vehicles and Equipment

Proposer understands that vehicles and equipment provided by TCRTA under this Contract shall be used only to provide TCRTA services unless preapproved by the Executive Director or by his/her designee. Other stipulations include:

- The Proposer's right to use the vehicles and equipment is merely a license that is terminable at will by TCRTA with reasonable notice, and such vehicles may not be assigned to the Proposer.
- Operation of vehicles utilized by Proposer in the performance of this Contract shall comply with all applicable federal, state, and local laws and regulations governing vehicles used for public transportation.
- Proposer agrees that any equipment and/or technology purchased by Proposer through this RFP immediately becomes the property of TCRTA. TCRTA will also retain the right to dictate the location of any equipment placed on TCRTA vehicles and/or facilities, and TCRTA equipment shall have priority consideration with regards to its placement. No modifications to TCRTA vehicles, equipment or facilities will be permitted without prior written approval from the Executive Director or by his/her designee.
- TCRTA reserves the right to dictate what vehicle type may be used on a specific route or service (local fixed route, commuter, ADA paratransit, on-demand, LOOP). Furthermore, TCRTA reserves the right to dictate to Proposer how many vehicles may be used for revenue service and/or on a TCRTA route, and any additional vehicles beyond the permitted number for any service must be approved by TCRTA in writing prior to their use.
- The use of any TCRTA vehicles and equipment on other transit properties is strictly prohibited.

O. Training and Trainers

All training shall be administered by a qualified trainer. Trainers shall meet the following minimum requirements:

- Must have at least three years of experience as an instructor.

- Must possess a valid Class A or B California License, with air brakes, passenger endorsement, VTT, and current Medical Card.
- All new trainers must be observed instructing and be approved by TCRTA before being used as an instructor.

P. Initial Operator Training

Initial Operator training shall include "Verified Transit Training" (VTT) with a minimum of sixty hours of classroom, which includes the following topics:

- Pre- and Post-trip inspection.
- Map and Schedule reading.
- Farebox, including logging on procedures, fares, transfers, passes, etc.
- Onboard technologies, including logging on procedures.
- Recording NTD information including Bus Number, Route, Run, Trip, Service and Revenue Odometer Readings.
- On-time Performance procedures.
- Bike rack usage.
- Emergency accident and incident procedures and reporting.
- Defensive driving.
- Layover and relief procedures.
- Passenger relations, including dealing with difficult passengers.
- Specialized elderly and disabled instructions, including ADA regulations, lift/ramp operating procedures, and sensitivity training.
- Blood borne pathogens exposure control plan.

A minimum of twenty hours of individual behind the wheel initial training shall also be provided by a qualified trainer. Individual behind the wheel instruction is defined as the number of hours the student is behind the wheel with a trainer instructing one on one.

Proposer employees shall treat all passengers in a courteous and respectful manner consistent with good business practices. If TCRTA determines that a pattern of indefensible customer complaints is established, Proposer shall upgrade its customer relations training program to TCRTA's satisfaction and retain its personnel as necessary to reduce complaints.

Proposer shall provide, for TCRTA comment and approval, customer service standards that Proposer expects their employees to uphold while on duty. Proposer shall further

describe how employees will be trained and held to these standards during the course of employment.

Q. Refresher Operator Training

On an annual basis, Proposer shall conduct an eight-hour refresher training course for its operators as required by the DMV in order to maintain VTT. This refresher course will include farebox and onboard technology retraining.

R. Special Retraining

Proposer shall provide special retraining for operators who have been involved in a preventable accident, who fail to follow proper procedures, who have become lost on route, or who fail to use equipment correctly. Special training shall be made available for operators who may require it due to a change in bid selection or extended leave of absence.

Note: Operators who fail to maintain an unclassified revenue rate of less than 5% shall be retrained on the farebox operations. Operators who are unable or unwilling to maintain an unclassified revenue rate of less than 5% for three consecutive months following the retraining will be replaced. Operator who has 3 verified occurrences (in a single month) for passing up a passenger waiting at a bus stop shall receive retraining.

S. Employee Performance

Proposer shall be solely responsible for performance of its employees and shall take appropriate action to ensure employees perform in a courteous and professional manner. This shall include the regular practice of ride checks and viewing video to monitor employee performance.

Note: Upon written demand of TCRTA, the Proposer shall immediately remove ANY employee whom TCRTA considers unsuitable for such work. Removed employees must be replaced within 24 hours.

T. Dispatch

The Proposer shall have a Dispatcher on duty during all revenue service hours. At a minimum, Proposer shall have two Dispatchers, one for local and commuter routes and one for ADA paratransit and On-Demand service, for every shift or as many as are required to perform all necessary functions at a level of performance acceptable to TCRTA.

Dispatchers are responsible for coordination and communication with the operators and customers.

Dispatchers shall understand policies and procedures associated with TCRTA services. Dispatchers must be able to communicate service-related information effectively. Dispatchers must be bilingual English/Spanish. Proposer shall require re-training, if TCRTA determines there is an unacceptable pattern or practice.

Note: Office space at the Central Yard will be dedicated for Dispatch personnel. TCRTA will be responsible for installing Dispatch 2-way radio equipment at the Proposers administration office.

U. Runcutting

TCRTA seeks to partner cooperatively with the Proposer in all phases of the ongoing development of practicable high-quality routes and schedules. TCRTA will take the lead role in route and schedule planning, and vehicle blocking, with assistance and support from the Proposer. Run cuts will reflect actual availability of vehicles in the fleet and operators on staff. Run cuts will be subject to TCRTA review and revisions.

Note: Proposer shall complete all runcutting for TCRTA via software that is compatible with the Proposer's proposed CAD/AVL system.

V. Dispatch Log

The dispatchers will be required to keep a daily dispatch log for each service mode, which shall include, but not limited to:

- Vehicle assignment.
- Operator assignment.
- Pull-out and pull-in.
- Untimely pick-ups
- Late and missed trips.
- Excessively long trips.
- Road calls.
- All other incidents or dispatch calls that vary from normal or expected system operation.
- Accidents and incidents will be immediately reported to TCRTA.
- Dispatch logs shall be submitted to TCRTA daily on the following business day.

W. Ticket Office

Proposer is responsible for sufficient staffing at the ticket counters at the Dinuba, Porterville, and Tulare Transit Centers, between the hours of 7:00 am to 7:00 pm Monday through Saturday, and 8:00 am to 5:00 pm on Sunday. Proposer will be responsible for the sale of TCRTA fare media. Proposer is responsible for securing and accounting of all cash and point of sales transactions that take place in the ticket office.

Note: Proposers shall reconcile Ticket Office revenue daily and secure it in a vault. TCRTA is responsible for picking up the Ticket Office revenue, reconcile, and deposit funds.

X. Comments and Complaints

Comments and complaints are critical for maintaining high quality service standards and good relationships with partners and members of the public. It is in the best interest of both parties to minimize complaints regarding TCRTA services. Proposer shall direct all comments and complaints to the TCRTA Central Call Center, which will be logged and investigated.

Note: Proposers shall propose a Customer Relations Management (CRM) software that the TCRTA Central Call Center will utilize to document all TCRTA comments and complaints.

Y. Federal/State Compliance

Proposer shall be present and responsive at audits or Federal Triennial Reviews or FTA Drug and Alcohol Compliance or as requested by TCRTA for reporting on ADA policies, practices, or activities by Proposers staff. Proposer shall also be readily available at a moment's notice for such events. Additionally, Proposer shall provide any reports requested by TCRTA for such events for purposes of responding to or closing-out any issues or findings.

Z. Federal/State Reporting

TCRTA requires specific data to meet federal and state reporting requirements. Data shall be provided by the Proposer to TCRTA on a scheduled and as needed basis. Operational data will primarily be used to meet National Transit Database (NTD) reporting requirements. Proposer is required to submit NTD data monthly.

The format in which this data is presented shall be determined by TCRTA and provided to Proposer upon award of the contract. The data required for monthly reporting shall be provided to TCRTA not later than 7 days after the end of the month. Data required for annual reporting shall be provided to TCRTA no later than 14 days after the end of the fiscal year. Data should be separately reported by service mode (fixed route, commuter, ADA paratransit, and on-demand), and shall include the following:

- Scheduled Revenue Hours
- Revenue Hours
- Scheduled Revenue Miles
- Revenue Miles
- Total Passengers
- Max number of vehicles in service per day of the week.
- COVID-19 related information

Proposer shall submit monthly and annual reports on the information collected in complying with FTA Alcohol and Drug Testing regulations. A copy shall be submitted to TCRTA as part of the monthly reporting and invoicing package. Proposer shall comply with all applicable federal and state laws and requirements including but not limited to the FTA Drug and Alcohol Testing Programs. The Proposer shall be required to furnish a Drug Screening Program. Proposer shall pay for all drug screens for Proposers employees.

Proposer shall submit reports on the information collected in complying with the Safety and Security regulations. A copy shall be submitted to TCRTA as part of the monthly reporting and invoicing package.

Proposer shall be required to submit any reports (i.e., Disadvantaged Business Enterprise (DBE)) as required by the Federal Transit Administration, including reports related to subProposers and work performed by them, to ensure 1) continued eligibility for federal and state funding and 2) the ability to finance operations efforts with such funding.

AA. General Reporting

TCRTA reserves the right to reject any reports that do not meet requirements. TCRTA may at its discretion remove or add a report(s) from the requirements or refine report requirements as needed to monitor TCRTA services. Proposer shall ensure that employees are computer fluent to a level that any reports required by TCRTA can be completed and submitted in a timely manner.

BB. Daily Reporting

The Proposer will report all vehicular collisions, accidents, and incidents involving any TCRTA vehicles immediately to TCRTA, including passenger falls. In addition, Proposer will notify TCRTA in writing of the accident/incident within 24 hours of its occurrence. Proposer shall report passenger complaints and complaints related to safety or serious operational deficiencies immediately. Proposer will investigate all accidents and grade as to whether this event was preventable or non-preventable using industry standards. Failure to report such accidents/incidents in the manner and within the time frames specified herein will subject the Proposer to assessments.

Proposer shall provide daily reports to TCRTA reporting the following in a manner dictated by TCRTA:

- Missed Trips
- Any Supplemental Service/Trippers
- Road Calls
- Bus Swaps

CC. Other Monthly Reporting

Other Monthly reporting should include, but is not limited to the following items:

- On-time Performance Report
- Bus Stop and Shelter Cleaning and Maintenance Report
- Fleet Cleaning Report
- Unless otherwise waived, Proposer shall submit a Monthly Employee Staffing Report with its monthly invoice, due by the 10th calendar day of each month, that reports any position vacancies, turnover rate since the start of the current fiscal year, number of regular and overtime hours performed by non-salaried staff (by position category), and monthly salaries and benefits paid (by position category). This report shall further include the names of each employee, seniority, status (part-time, temporary, full-time), and healthy workforce information such as COVID-19 related information. Proposer shall provide additional staffing details as required by TCRTA.
- Proposer shall submit a report and supporting documentation for any COVID-19 related expenses including proof of vendor payment and invoices.
- Proposer shall submit a report and supporting documentation for any Bus Stop and Shelter maintenance expenses including prof of vendor payment and invoices.

DD. Paratransit and On-Demand Reporting

In addition to the basic operational data required by the NTD for paratransit and on-demand services, the Proposer shall provide the following information:

- Total booked trips.
- Total cancellations (defined as a trip that is booked then cancelled by the passenger any time before the trip is completed.
- Total no-shows.
- Total personal care attendants.
- Total lift assisted trips.
- On-time performance.

EE. Access to Records and Facilities

Proposer shall permit authorized representatives of TCRTA to examine all data and records related to TCRTA services on request. Proposer will maintain all reports and records pertaining to TCRTA services and will make them available for review or inspection by TCRTA for a period of 3 years from the Contract Termination Date. Any and all data collected, and any work produced by Proposer, for an on behalf of TCRTA shall be property of TCRTA. TCRTA reserves the right to request this data or work from Proposer, as well as dictate the form in which Proposer shall provide the data or work.

FF. Service Reliability

Proposer shall provide timely and reliable transit services. This includes maintaining trip completion levels and on-time performance operating levels within the specified arrival and departure times as established by TCRTA's performance objectives. On-time performance will be closely monitored by TCRTA and will be computed on a monthly basis by the Proposer. TCRTA shall not be obligated to pay Proposer for missed trips. Deductions may be assessed by TCRTA for trips missed and other areas of non-performance in accordance with the provisions included in this document. Any additional service, beyond scheduled, must be preapproved by TCRTA.

Note: TCRTA is seeking Proposers to propose a computer assisted dispatching (CAD) and automatic vehicle locating (AVL) systems, similar to Trapeze PASS or RouteMatch, for TCRTA to operate the Central Call Center and monitor operations.

GG. Disadvantaged Business Enterprise (DBE) Goal

This RFP and eventual contract are subject to the requirements of Title 49, Code of Federal Regulations, Part 26, and Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs. TCRTA established a separate DBE for every contract. A separate contract goal has been established for this procurement of 2% of the yearly contract amount. TCRTA has highlighted areas that DBEs should be willing and able to participate.

Proposer will provide a monthly report, as part of the invoice package, listing DBEs used during the month and amount paid. A deduction per month may be assessed if after two quarters, the Proposer does not meet its DBE goal. The Proposer must provide a letter explanation to TCRTA and a corrective action plan to achieve its DBE goal within the contract year.

HH. Committee and Management Meetings

Proposer's management team are required to attend all Committee and Management meetings scheduled by TCRTA. There will be times when the services operated by the Proposer are the topic of discussion (Paratransit Coordinating Council, TCRTA Board Meetings, Social Service Technical Advisory Committee, etc.). Whenever possible, TCRTA will notify the Proposer in advance of concerns that might be raised. Should comments be directed to Proposer's operational issues, the Proposer shall submit to TCRTA within 7 days a plan to address the issues discussed.

II. Transit Workers Focus Group

Proposer will allow TCRTA to coordinate an internal committee of Proposer's non-management employees to identify internal service issues, public-facing service issues, and engage with non-management employees. This committee will be made up of 10 random Proposer's non-management staff with a mix of job classifications. Key TCRTA staff will be present at the meetings.

JJ. Technology

The Proposer will support innovative efforts and investments, such as technology not already owned and operated by TCRTA and innovative dispatching methods which can enhance the quality and level of service, while focusing on maximizing ridership, coverage, and efficiencies.

TCRTA is seeking a third-party contractor that is interested in a spirt of partnership and cooperation to propose an innovative computer assisted dispatching (CAD), automatic

vehicle locating (AVL), and customer relations management (CRM) software and equipment to assist with the TCRTA Central Call Center functions such as trip reservations, monitoring on-time performance, customer service, and communications.

Proposer will provide the following software and equipment that TCRTA and Proposer will be using:

1. Computer Assisted Dispatch – Ecolane, TripSpark or similar
2. Automatic Vehicle Location – Ecolane, TripSpark or similar
3. Customer Relations – Happy Fox or similar

The Proposer will be a strong partner in exploring future technology and systems for use by TCRTA.

Section 7 – Incentives and Deductions

1. Incentives

TCRTA wishes to receive the highest level of service from its Proposer. To ensure this as well as encourage innovation in the operation of services TCRTA will offer performance bonuses for achieving or exceeding specific metrics in the operation of transit services.

Incentives Matrix

Definition of Incentive	Rate
An incentive for each month a customer submits a **comment about the cleanliness of the vehicles**. Not to exceed $1,000 per month.	$100
An incentive for each month in which TCRTA receives **zero customer complaints**.	$500
An incentive per month where productivity for **ADA paratransit exceeds 4 passengers per revenue hour** in a single month.	$1,000
An incentive per month were productivity for **On-Demand exceeds 4 passengers per revenue hour** in a single month.	$1,000
An incentive for each month in which the **unclassified revenue is below 1%** in a single month.	$1,000
An incentive for each month when **on-time performance is validated to have a monthly percentage of 98% or higher**.	$1,000

2. Deductions

Due to the nature of the services to be rendered, the Proposer and TCRTA agree that it is extremely difficult to ascertain actual damages/deductions that may result from failure on the part of the Proposer to perform any of its contractual obligations. Therefore, the Proposer liability shall be limited to and fixed at the sums stated in this Section, as deductions. The assessed deductions shall be sent to the Proposer for response. Once the response is received, a determination on chargeability is made by TCRTA's Executive Director. All assessed deductions that are not responded to by the Proposer within 30 days will automatically be deducted. TCRTA's Executive Director may rely on information supplied by the Proposer, by the public, by staff, or by any other means available in determining assessment of deductions. See definitions for "Deductions" below.

Deductions Matrix

Definition of Deductions	Rate
A deduction per occurrence if Proposer **fails to submit a report** as required by TCRTA.	$100
A deduction per occurrence when a driver **fails to login properly to the GFI, CAD, AVL systems** before beginning work.	$100
A deduction per occurrence when a **vehicle's exterior is not properly cleaned** prior to pull-out.	$500
A deduction per occurrence when a **vehicle's interior is not properly cleaned** prior to pull-out.	$500
A deduction per occurrence when a **Transit Center interior or exterior is not properly cleaned**.	$500
A deduction per occurrence when a **Transit Center bathroom is not properly cleaned**.	$500
A deduction per occurrence where the **TCRTA bus stop or bus shelter is not properly cleaned**.	$100
A deduction per occurrence when a **driver leaves before the 5-minute wait period** for scheduled ADA paratransit and On-Demand trips.	$100
A deduction per occurrence where the Proposer **misses a scheduled trip for ADA paratransit or On-Demand**.	$500
A deduction per occurrence per each **denial of service to any passenger on any TCRTA service**.	$500
A deduction per verified occurrence when a **driver passes up a passenger waiting at a designated stop**.	$100
A deduction per month if the Proposer **fails to maintain an unclassified revenue rate below 10%**.	$500
A deduction per month if the Proposer **fails to maintain an on-time performance rate of at least 90%.**	$1,000
A deduction per month if the Proposer **receives 5 or more complaints per month and the complaints are found to be valid and preventable** as deemed by TCRTA.	$500
A deduction per occurrence where an **operator fails to properly secure a passenger in a mobility device** prior to being transported on a vehicle.	$1,000
A deduction per occurrence for each time a **wheelchair lift/ramp is not cycled during a pre-trip inspection**.	$100
A deduction per occurrence for each time a **pre-trip or post-trip inspection is not completed**.	$500
A deduction per occurrence for each time an **employee is not in proper uniform**.	$100

Attachment A – Multi-Year Price List Templates

1. Multi-Year Price Plan
(Routes, ADA Paratransit, On-Demand)
Cost per Revenue Hour

Proposer: _____

Date Submitted: _____

Prepared By: _____

	Base Years (5 Years)					Optional Years		
Cost Elements	Year 1 FY 2022-2023	Year 2 FY 2023-2024	Year 3 FY 2024-2025	Year 4 FY 2025-2026	Year 5 FY 2026-2027	Year 6 FY 2027-2028	Year 7 FY 2028-2029	Year 8 FY 2029-2030
Driver Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Total Cost	$0	$0	$0	$0	$0	$0	$0	$0
Total Estimated Revenue Hours								
Cost per Revenue Hour	$0	$0	$0	$0	$0	$0	$0	$0

2. Multi-Year Price Plan
(LOOP Bus Service)
Cost per Revenue Hour

Proposer: _____

Date Submitted: _____

Prepared By: _____

	Base Years (5 Years)					Optional Years		
Cost Elements	Year 1 FY 2022-2023	Year 2 FY 2023-2024	Year 3 FY 2024-2025	Year 4 FY 2025-2026	Year 5 FY 2026-2027	Year 6 FY 2027-2028	Year 7 FY 2028-2029	Year 8 FY 2029-2030
LOOP Driver Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Total Cost	$0	$0	$0	$0	$0	$0	$0	$0
Total Estimated Revenue Hours	2,400	2,400	2,400	2,400	2,400	2,400	2,400	2,400
Cost per Revenue Hour	$0	$0	$0	$0	$0	$0	$0	$0

3. Multi-Year Price Plan
(Fixed Operational Costs)
Cost per Month

Proposer: _____

Date Submitted: _____

Prepared By: _____

	Base Years (5 Years)					Optional Years		
Cost Elements	Year 1 FY 2022-2023	Year 2 FY 2023-2024	Year 3 FY 2024-2025	Year 4 FY 2025-2026	Year 5 FY 2026-2027	Year 6 FY 2027-2028	Year 7 FY 2028-2029	Year 8 FY 2029-2030
General Manager								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Assistant General Manager								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Safety & Training Manager								
Wages								

Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Road Supervisor (# of Positions)								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Dispatcher (# of Positions)								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Customer Service Agent (# of Positions)								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Trainer (# of Positions)								

Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Insurance								
General Liability								
Automobile Liability								
Employee Dishonesty								
Client Property								
Computer Fraud								
Inside & Outside Premises								
Depositors Forgery								
Performance Bond								
COVID-19 Expenses								
Office Supplies								
Other Equipment – Business								
Computers/Supplies								
Computer Assisted Dispatching (CAD) Software								
CAD Software Licensing								
Mobile Data Terminal								
Mounting Hardware								
Automatic Vehicle Locating (AVL) Software								
AVL Software Licensing								
AVL Hardware								
Customer Relations Management (CRM) Software								
Software Licensing								

Mobilization/Start-Up Costs								
Profit								
Total Fixed Costs	$0	$0	$0	$0	$0	$0	$0	$0
Fixed Costs per Month	$0	$0	$0	$0	$0	$0	$0	$0

4. Multi-Year Price Plan
(Bus Stop Cleaning/Maintenance)
Cost Per Month

Proposer: _____

Date Submitted: _____

Prepared By: _____

	Base Years (5 Years)					Optional Years		
Cost Elements	Year 1 FY 2022-2023	Year 2 FY 2023-2024	Year 3 FY 2024-2025	Year 4 FY 2025-2026	Year 5 FY 2026-2027	Year 6 FY 2027-2028	Year 7 FY 2028-2029	Year 8 FY 2029-2030
Utility Worker – Bus Stop (# of Positions)								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Bus Stop Cleaning Supplies								
Total Fixed Costs	$0	$0	$0	$0	$0	$0	$0	$0
Fixed Costs per Month	$0	$0	$0	$0	$0	$0	$0	$0

5. Multi-Year Price Plan
(Fleet Cleaning)
Cost Per Month

Proposer: _____

Date Submitted: _____

Prepared By: _____

	Base Years (5 Years)					Optional Years		
Cost Elements	Year 1 FY 2022-2023	Year 2 FY 2023-2024	Year 3 FY 2024-2025	Year 4 FY 2025-2026	Year 5 FY 2026-2027	Year 6 FY 2027-2028	Year 7 FY 2028-2029	Year 8 FY 2029-2030
Utility Worker – Fleet Cleaning (# of Positions)								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Fleet Cleaning Supplies								
Total Fixed Costs	$0	$0	$0	$0	$0	$0	$0	$0
Fixed Costs per Month	$0	$0	$0	$0	$0	$0	$0	$0

6. Multi-Year Price Plan
(Transit Center Cleaning)
Cost Per Month

Proposer: _____

Date Submitted: _____

Prepared By: _____

	Base Years (5 Years)					Optional Years		
Cost Elements	Year 1 FY 2022-2023	Year 2 FY 2023-2024	Year 3 FY 2024-2025	Year 4 FY 2025-2026	Year 5 FY 2026-2027	Year 6 FY 2027-2028	Year 7 FY 2028-2029	Year 8 FY 2029-2030
Utility Worker – Transit Center (# of Positions)								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Transit Center Cleaning Supplies								
Total Fixed Costs	$0	$0	$0	$0	$0	$0	$0	$0
Cost per Month	$0	$0	$0	$0	$0	$0	$0	$0

7. Optional Multi-Year Price Plan
(Exeter and Farmersville Fixed Routes and ADA Paratransit Service)

Proposer: _____

Date Submitted: _____

Prepared By: _____

	Base Years (5 Years)					Optional Years		
Cost Elements	Year 1 FY 2022-2023	Year 2 FY 2023-2024	Year 3 FY 2024-2025	Year 4 FY 2025-2026	Year 5 FY 2026-2027	Year 6 FY 2027-2028	Year 7 FY 2028-2029	Year 8 FY 2029-2030
Driver Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Total Cost	$0	$0	$0	$0	$0	$0	$0	$0
Total Estimated Revenue Hours	9,400	9,400	9,400	9,400	9,400	9,400	9,400	9,400
Cost per Revenue Hour	$0	$0	$0	$0	$0	$0	$0	$0

8. Optional Multi-Year Price Plan
(Liability, Physical Damage, Risk Control)

Proposer: _____

Date Submitted: _____

Prepared By: _____

	Base Years (5 Years)					Optional Years		
Cost Elements	Year 1 FY 2022-2023	Year 2 FY 2023-2024	Year 3 FY 2024-2025	Year 4 FY 2025-2026	Year 5 FY 2026-2027	Year 6 FY 2027-2028	Year 7 FY 2028-2029	Year 8 FY 2029-2030
Commercial General Liability								
Commercial Automobile Liability								
Collison and Comprehensive Coverage								
Employee Theft/Crime								
Total Cost	$0	$0	$0	$0	$0	$0	$0	$0
Cost per Month	$0	$0	$0	$0	$0	$0	$0	$0

9. Optional Multi-Year Price Plan
(Central County Yard Fleet Maintenance)

Proposer: _____

Date Submitted: _____

Prepared By: _____

	Base Years (5 Years)					Optional Years		
Cost Elements	Year 1 FY 2022-2023	Year 2 FY 2023-2024	Year 3 FY 2024-2025	Year 4 FY 2025-2026	Year 5 FY 2026-2027	Year 6 FY 2027-2028	Year 7 FY 2028-2029	Year 8 FY 2029-2030
Maintenance Manager								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Mechanics – Technician A (# of Positions)								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Mechanics – Technician B (# of Positions)								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								

Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Mechanics – Technician C (# of Positions)								
Wages								
Payroll Taxes								
Workers' Compensation								
Sick/Vacation/Holiday								
Health Insurance								
Uniforms								
Training								
Drug Testing and Physicals								
Employee Incentives								
Vehicle Lubricants (excluding fuel)								
Other Maintenance Costs (excluding labor)								
Other Operating Costs (please specify)								
Personnel Costs (excluding mechanics)								
Safety Expenses								
Training Expenses								
Insurance/Liability								
Corporate Overhead								
Other (please specify)								
Total Cost	$0	$0	$0	$0	$0	$0	$0	$0
Total Estimated Revenue Miles								
Cost per Revenue Mile	$0	$0	$0	$0	$0	$0	$0	$0

Attachment B – Request for Pre-Offer Change

Request for Pre-Offer Change

Proposer:		
Solicitation Ref:	Page:	Section:
Questions/Clarifications:		
TCRTA Response:		

Attachment C – Acknowledgement of Addenda

Acknowledgement of Addenda

The undersigned acknowledges receipt of the following addenda to the RFP documents:

Addendum No. _____ Dated _____

Addendum No. _____ Dated _____

Addendum No. _____ Dated _____

Addendum No. _____ Dated _____

Addendum No. _____ Dated _____

Addendum No. _____ Dated _____

Proposer Name: _____

Name of Authorized Signer: _____

Title: _____

Signature of Authorized Signer: _____

Date: _____

Attachment D – Lobbying Certificate

LOBBYING CERTIFICATION

This form is to be submitted with an offer exceeding $100,000.

The Proposer or Bidder certifies, to the best of its knowledge and belief, that:

1) No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of a federal department or agency, a member of the U.S. Congress, an officer or employee of the U.S. Congress, or an employee of a member of the U.S. Congress in connection with the awarding of any federal Contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment or modification thereof.

2) If any funds other than federal appropriated funds have been paid or will be paid to any person for making lobbying contacts to an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this federal Contract, grant, loan or cooperative agreement, the undersigned shall complete and submit Standard Form LLL, "Disclosure Form to Report Lobbying," in accordance with its instruction, as amended by "Government-wide Guidance for New Restrictions on Lobbying," 61 Fed. Reg. 1413 (1/19/96). *

3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants and contracts under grants, loans and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31, USC § 1352 (as amended by the Lobbying Disclosure Act of 1995). Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

THE PROPOSER OR BIDDER, _____, CERTIFIES OR AFFIRMS THE TRUTHFULNESS AND ACCURACY OF EACH STATEMENT OF ITS CERTIFICATION AND DISCLOSURE, IF ANY. IN ADDITION, THE PROPOSER OR BIDDER UNDERSTANDS AND AGREES THAT THE PROVISIONS OF 31 USC §§ 3801 ET SEQ. APPLY TO THIS CERTIFICATION AND DISCLOSURE, IF ANY.

Signature of Authorized Representative: _____ Date: _____

Name/Title: _____

Name of Organization/Business: _____

* NOTE: Per paragraph 2 of the included form Lobbying Certification, add Standard Form–LLL, "Disclosure Form to Report Lobbying," if applicable.

Attachment E – Non-Collusion Affidavit

Non-Collusion Affidavit

This affidavit is to be filled out and executed by the Proposer; if a corporation makes the bid, then by its properly executed agent. The name of the individual swearing to the affidavit should appear on the line marked "Name of Affiant." The affiant's capacity, when a partner or officer of a corporation, should be inserted on the line marked "Capacity." The representative of the Proposer should sign his or her individual name at the end, not a partnership or corporation name, and swear to this affidavit before a notary public, who must attach his or her seal.

State of _____, County of _____

I, _____, being first duly sworn, do hereby state that
(Name of Affiant)

I am _____ of _____
(Capacity) (Name of Firm, Partnership or Corporation)

Whose business is _____

and who resides at _____

and that _____
(Give names of all persons, firms, or corporations interested in the bid)

Is/are the only person(s) with me in the profits of the herein contained Contract; that the Contract is made without any connection or interest in the profits thereof with any persons making any bid or Proposal for said Work; that the said Contract is on my part, in all respects, fair and without collusion or fraud, and also that no members of the Board of Directors, head of any department or bureau, or employee therein, or any employee of the Agency, is directly or indirectly interested therein.

_____
Signature of Affiant

Sworn to before me on this _____ day of _____, 20____.

_____ _____
Notary Public My commission expires

Attachment F – Debarment and Suspension Certificate

Debarment and Suspension Certification

Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions

Instructions for Certification

1) The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

2) The prospective lower tier participant shall provide immediate written notice to the person to whom this proposal is submitted if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or had become erroneous by reason of changed circumstances.

3) The terms covered transaction, debarred, suspended, ineligible, lower tier covered transaction, participant, person, primary covered transaction, principal, proposal, and voluntarily excluded, as used in this clause, have the meaning set out in the Definitions and Coverage sections of rules implementing Executive Order 12549. You may contact the person to which this proposal is submitted for assistance in obtaining a copy of those regulations.

4) The prospective lower tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is proposed for debarment under 48 CFR part 9, subpart 9.4, debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.

5) The prospective lower tier participant further agrees by submitting this proposal that it will include this clause titled “Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion-Lower Tier Covered Transaction,'' without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.

(CONTINUED ON NEXT PAGE)

Debarment and Suspension Certification (CONTINUED)

6) A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not proposed for debarment under 48 CFR part 9, subpart 9.4, debarred, suspended, ineligible, or voluntarily excluded from covered transactions, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the List of Parties Excluded from Federal Procurement and Nonprocurement Programs.

7) Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

8) Except for transactions authorized under paragraph 5 of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is proposed for debarment under 48 CFR part 9, subpart 9.4, suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

Certification

1. The prospective lower tier participant certifies, by submission of this proposal, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.

2. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

Signature of Authorized Representative: _____ Date: _____

Name/Title: _____

Name of Organization/Business: _____

Attachment G – DBE and Good Faith Efforts

DBE PROGRAM BIDDERS LIST FORM

The Tulare County Regional Transit Agency (TCRTA) as a designated recipient of DOT federal financial assistance funding is required to: 1) Create and maintain a comprehensive DBE bidders List {49 CFR Part 26.11(c)}; and 2) Monitor subrecipient compliance. The Bidders List Form will be used to determine the relative availability of Disadvantaged Business Enterprise (DBE) and non-DBEs participation in contracting opportunities for TCARTA and subrecipients. This information will assist with establishing TCRTA's triennial DBE goal. Each Bidders List is a compilation of Bidders, proposers, quoters, subcontractors, manufacturers, and suppliers of materials and services who have submitted bids during the advertising period of a specific acquisition

Certified DBE's must be verifiable and currently listed on the following website to be considered a certified DBE:

https://ucp.dot.ca.gov/licenseForm.htm

Providing the information is mandatory regardless of DBE status:

PART A: BUSINESS DATA

1. Business Name: _____

2. Business Address: _____
Street City State Zip

3. County Business is located in: _____

4. Name of Contact Person: _____

5. Phone: ( ) _____ Email address: _____

6. Is this business a certified Disadvantaged Business Enterprise (DBE) ☐ Yes* ☐ No
*If "Yes", TCRTA will verify via the following website: https://ucp.dot.ca.gov/licenseForm.htm

7. Business Annual Gross Receipts:

☐ Less than $500,000	☐ $500,000 to $1,000,000	☐ $1,000,000 to $2,000,000
☐ $2,000,000 to $5,000,000	☐ Over $5,000,000	

8. Age of Business: _____Years _____Months

(Continued on next page)

DBE PROGRAM BIDDERS LIST FORM (CONTINUED)
PART B: PROJECT AND WORK DESCRIPTION

9. RFQ, RFP, OR IFB#: _____

10. Project Name: _____

11. Provide a brief description of scope of work, services, and/or materials to be performed/furnished:

_____

_____

_____

_____

12. Will you subcontract any of your work? ☐ Yes ☐ No

*If "Yes", subcontractor(s) also required to complete the mandatory Bidders List Form, regardless of DBE Status.

PART C: SIGNATURE

Signature of Authorized Representative: _____ Date: _____

Name/Title: _____

Name of Organization/Business: _____

Attachment H – Form of Proposal Deviation

Form for Proposal Deviation

Proposer:		
Deviation #:		
Solicitation Ref:	Page:	Section:
Complete Description of Deviation:		
Rationale (Pros & Cons):		

Attachment H – Federal Clauses

FEDERAL CONTRACT CLAUSES

Federal Transit Administration and California Department of Transportation Required Provisions
Parties referenced in the following clauses are defined as:

"Awarding Agency" is the subrecipient of the State of California Department of Transportation.
"PROJECT" is the Awarding Agency's federally supported project.
"CONTRACTOR" is the third-party vendor who has entered into this third-party contract with the Awarding Agency to provide goods or services directly to the Awarding Agency for the accomplishment of the PROJECT.
"Subagreements" are agreements made between the CONTRACTOR and any subcontractors to facilitate the accomplishment of this third-party contract.

For All Third-Party Contract Awards Excluding Micro-Purchases, Except Construction Contracts Exceeding $2,000.00

No Obligation to Third Parties by use of a Disclaimer

A. No Federal Government Obligation to Third Parties. The CONTRACTOR agrees that, absent of the Federal Government's express written consent, the Federal Government shall not be subject to any obligations or liabilities to any contractor, any third-party contractor, or any other person not a party to the Grant Agreement in connection with the performance of the PROJECT. Notwithstanding any concurrence provided by the Federal Government in or approval of any solicitation, or third-party agreement, the Federal Government continues to have no obligation or liabilities to any party, including the CONTRACTOR or third-party contractor.
B. Third-Party Contracts and Subagreements Affected. To the extent applicable, federal requirements extend to third-party contractors and their contracts at every tier, and to the subagreements of third-party contractors and the subagreements at every tier. Accordingly, the CONTRACTOR agrees to include, and to require its third-party contractors to include appropriate clauses in each third-party contract and each subagreement financed in whole or in part with financial assistance provided by the FTA.
C. No Relationship between the California Department of Transportation and Third-Party Contractors. Nothing contained in this Contract or otherwise, shall create any contractual relationship, obligation or liability between the California Department of Transportation and any third-party contractors, and no third-party contract shall relieve the CONTRACTOR of his responsibilities and obligations hereunder. The CONTRACTOR agrees to be fully responsible to the Awarding Agency for the acts and omissions of its third-party contractors and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by the CONTRACTOR. The CONTRACTOR'S obligation to pay its third-party contractors is an independent obligation from the Awarding Agency's obligation to make payments to the CONTRACTOR. As a result, the California Department of Transportation shall have no obligation to pay or to enforce the payment of any moneys to any third-party contractor.

D. Obligations on Behalf of the California Department of Transportation. The CONTRACTOR shall have no authority to contract for or on behalf of, or incur obligations on behalf of the California Department of Transportation.

E. Awarding Agency Approval of Subagreements. The Awarding Agency shall approve in writing all proposed Subagreements, Memorandums of Understanding (MOU), or similar documents relating to the performance of the Contract prior to implementation. The CONTRACTOR agrees that it will not enter into any Subagreements unless the same are approved in writing by the Awarding Agency. Any proposed amendments or modifications to such Subagreements must be approved by the Awarding Agency prior to implementation.

Program Fraud and False or Fraudulent Statements or Related Acts

A. The CONTRACTOR acknowledges that the provisions of the Program Fraud Civil Remedies Act of 1986, as amended, 31 U.S.C. Section 3801 et seq. and US Department of Transportation regulations, "Program Fraud Civil Remedies," 49 CFR Part 31, apply to its actions pertaining to this PROJECT. Upon execution of an underlying contract, the CONTRACTOR certifies or affirms the truthfulness and accuracy of any statement it has made, it makes, it may make, or causes to be made, and pertaining to the underlying contract or the federally assisted PROJECT for which this contracted work is being performed. In addition to other penalties that may be applicable, the CONTRACTOR further acknowledges that if it makes, or causes to be made, a false, fictitious, or fraudulent claim, statement, submission, or certification, the Federal Government reserves the right to impose the penalties of the Program Fraud Civil Remedies Act of 1986 in the CONTRACTOR to the extent the Federal Government deems appropriate.

B. The CONTRACTOR also acknowledges that if it makes, or causes to be made, a false, fictitious, or fraudulent claim, statement, submission, or certification to the Federal Government under a contract connected with a PROJECT that is financed in whole or in part with federal assistance originally awarded by the FTA under the authority of 49 U.S.C. Section 5307, the Government reserves the right to impose the penalties of 18 U.S.C. Section 1001 and 49 U.S.C. Section 5307(n)(1) on the CONTRACTOR, to the extent the Federal Government deems appropriate.

C. The CONTRACTOR agrees to include the above two clauses in each subagreement financed in whole or in part with Federal Assistance provided by the California Department of Transportation. It is further agreed that these clauses shall not be modified, except to identify the subcontractor who will be subject to the provisions.

Access to Records

The Awarding Agency, the California Department of Transportation, the State Auditor General, and any duly authorized representative of the Federal government shall have access to any books, records, and documents of the CONTRACTOR and its subcontractors that are pertinent to this Contract of audits, examinations, excerpts, and transactions, and copies thereof shall be furnished if requested. The CONTRACTOR shall include a clause to this effect in every subagreement entered into relative to the PROJECT.

Record Keeping

The CONTRACTOR and all subcontractors shall maintain all books, documents, papers, accounting records, and other evidence pertaining to the performance of this Contract. All parties shall make such materials available at their respective offices at all reasonable times during the performance and for three (3) years from the date of final payment under this Contract and all subagreements.

Accounting Records

The CONTRACTOR shall establish and maintain separate accounting records and reporting procedures specified for the fiscal activities of the PROJECT. The CONTRACTOR'S accounting system shall conform to generally accepted accounting principles (GAAP) and uniform standards that may be established by California Department of Transportation. All records shall provide a breakdown of total costs charged to the PROJECT including properly executed payrolls, time records, invoices, and vouchers.

Federal Changes, Amendments to State, and Local Laws, Regulations, and Directives

The terms of the most recent amendments to any federal, State, or local laws, regulations, FTA directives, and amendments to the grant or cooperative contract that may be subsequently adopted, are applicable to the PROJECT to the maximum extent feasible, unless the California Department of Transportation provides otherwise in writing.

Civil Rights (Title VI, EEO, & ADA)

During the performance of this Contract, the CONTRACTOR its assignees and successors in interest, agree to comply with all federal statutes and regulations applicable to grantee subrecipients under the Federal Transit Act, including, but not limited to the following:

A. Race, Color, Creed, National Origin, Sex. In accordance with Title VI of the Civil Rights Act, as amended, 42 U.S.C. Section 2000e, and federal transit law at 49 U.S.C. Section 5332, the CONTRACTOR Agrees to comply with all applicable equal employment opportunity (EEO) requirements of the U.S. Department of Labor (U.S. DOL) regulations, "Office of Labor," 41 CFR Parts 60 et seq., (which implement Executive Order No. 11246, "Equal Employment Opportunity," as amended by Executive Order No. 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," 42 U.S.C. Section 2000e note), and with any applicable federal statutes, executive orders, regulations, and federal policies that may in the future affect construction activities undertaken in the course of the PROJECT. The CONTRACTOR agrees to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, creed, national origin, sex, or age. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation; and selection from training, including apprenticeship. In addition, the CONTRACTOR agrees to comply with any implementing requirements the California Department of Transportation any issue.

B. Nondiscrimination. The CONTRACTOR, with regard to the work performed by it during the contract term shall act in accordance with Title VI. Specifically, the CONTRACTOR shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of subcontractors, including procurement of materials and leases of equipment. The CONTRACTOR shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the U.S. Department of Transportation's Regulations, including employment practices when the Contract covers a program whose goal is employment. Further, in accordance with Section 102 of the Americans with Disabilities Act (ADA), as amended, 42 U.S.C. Section 12112, the CONTRACTOR agrees that it will comply with the requirements of U.S. Equal Employment Opportunity Commission, "Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act," 29 CFR Part 1630, pertaining to employment of persons with disabilities. In addition, the CONTRACTOR agrees to comply with any implementing requirements the California Department of Transportation may issue.

C. Solicitations for Subcontractors Including Procurements of Materials and Equipment. In all solicitations, either by competitive bidding or negotiation by the CONTRACTOR for work performed under a subagreement, including procurements of materials or leases of equipment, each potential subcontractor or supplier shall be notified by the CONTRACTOR of the subcontractor's obligations under this Contract and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin.

D. Information and Reports. The CONTRACTOR shall provide all information and reports required by the Regulations, or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information and its facilities as may be determined by the Awarding Agency or the California Department of Transportation to be pertinent to ascertain compliance with such Regulations or directives. Where any information required of a CONTRACTOR is in the exclusive possession of another who fails or refuses to furnish the information, the CONTRACTOR shall certify to the Awarding Agency of the California Department of Transportation as appropriate and shall set fourth what efforts it has made to obtain the information.

E. Sanctions for Noncompliance. In the event of the CONTRACTOR'S noncompliance with the nondiscrimination provisions of the Contract, the Awarding Agency shall:
    1. Withholding of payment to the CONTRACTOR under the Contract until the CONTRACTOR complies, and/or
    2. Cancellation, termination, or suspension of the Contract, in whole or in part.

F. Incorporation of Provisions. The CONTRACTOR shall include the provisions of these paragraphs A through F in every subagreement, including procurements of materials and leases of equipment, unless exempt by the Regulations or directives issued pursuant thereto. The CONTRACTOR will take such action with respect to any subcontractor or procurement as the Awarding Agency or the California Department of Transportation may direct as a means of enforcing such provisions including sanctions for noncompliance; provided, however, that in the event a CONTRACTOR becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such directions, the CONTRACTOR may request the Awarding Agency to enter into such litigation to

protect the interest of the Awarding Agency, and, in addition, the CONTRACTOR may request the California Department of Transportation to enter into such litigation to protect the interests of the California Department of Transportation.

G. Section 504 and Americans with Disabilities Act Program Requirements
The CONTRACTOR will comply with 49 CFR Parts 27, 37, and 38, implementing and Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. Section 794, as amended.

Incorporation of FTA Terms

Incorporation of Federal Transit Administration (FTA) Terms - The preceding provisions include, in part, certain Standard Terms and Conditions required by DOT, whether or not expressly set forth in the preceding contract provisions. All contractual provisions required by DOT, as set forth in FTA Circular 4220.1F are hereby incorporated by reference. Anything to the contrary herein notwithstanding, all FTA mandated terms shall be deemed to control in the event of a conflict with other provisions contained in this Agreement. The CONTRACTOR shall not perform any act, fail to perform any act, or refuse to comply with any California Department of Transportation requests which would cause the California Department of Transportation to be in violation of the FTA terms and conditions. The CONTRACTOR shall not perform any act, fail to perform any act, or refuse to comply with any Awarding Agency requests which would cause the Awarding Agency to be in violation of the FTA terms and conditions.

Energy Conservation

The CONTRACTOR agrees to comply with the mandatory energy efficiency standards and policies within the applicable California Department of Transportation energy conservation plans issued in compliance with the Energy Policy and Conservation Act, 42, U.S.C. Section 6321 et seq.

Awards Exceeding $10,000.00

Additional Termination Provisions

A. Termination for Convenience (General Provision). When it is in the Awarding Agency's best interest, the Awarding Agency reserves the right to terminate this Contract, in whole or in part, at any time by providing a TEN (10) DAY WRITTEN NOTICE to the CONTRACTOR. The CONTRACTOR shall be paid its costs, including contract closeout costs, and profit on work performed up to the time of termination. The CONTRACTOR shall promptly submit its termination claim to the Awarding Agency. If the CONTRACTOR has any property in its possession belonging to the Awarding Agency, the CONTRACTOR will account for the same, and dispose of it in the manner the Awarding Agency directs.

B. Termination for Default (General Provision). If the CONTRACTOR does not deliver supplies in accordance with the contract delivery schedule, or, if the contract is for services, the CONTRACTOR fails to perform in the manner called for in the contract, or if the CONTRACTOR fails to comply with any other provisions of the contract, the Awarding Agency may terminate this contract for default. Termination shall be effected by serving a notice of termination on the CONTRACTOR setting forth the manner in which the CONTRACTOR is in default. The CONTRACTOR will only be paid the contract price for

supplies delivered and accepted, or services performed in accordance with the manner of performance set forth in the contract. If it is later determined by the Awarding Agency that the CONTRACTOR had an excusable reason for not performing, such as a strike, fire, or flood, events which are not the fault of or are beyond the control of the CONTRACTOR, the Awarding Agency, after setting up a new delivery of performance schedule, may allow the CONTRACTOR to continue work, or treat the termination as a termination for convenience.

C. Mutual Termination. The PROJECT may also be terminated if the Awarding Agency and the CONTRACTOR agree that its continuation would not produce beneficial results commensurate with the further expenditure of funds or if there are inadequate funds to operate the PROJECT equipment or otherwise complete the PROJECT.

Awards Exceeding $25,000.00

Debarment and Suspension

A. The CONTRACTOR agrees to comply with the requirements of Executive Order Nos. 12549 and 12689, "Debarment and Suspension," 31 U.S.C. Section 6101 note; and U.S. DEPARTMENT OF TRANSPORTATION regulations on Debarment and Suspension and 49 CFR Part 29.
B. Unless otherwise permitted by the California Department of Transportation, the CONTRACTOR agrees to refrain from awarding any third-party contract of any amount to or entering into any sub-contract of any amount with a party included in the "U.S. General Services Administration's (U.S. GSA) List of Parties Excluded from Federal procurement and Non-procurement Program," implementing Executive Order Nos. 12549 and 12689, "Debarment and Suspension" and 49 CFR Part 29. The list also include the names of parties debarred, suspended, or otherwise excluded by agencies, and contractors declared ineligible for contract award under statutory or regulatory authority other than Executive Order Nos. 12546 and 12689.
C. Before entering into any subagreements with any subcontractor, the CONTRACTOR agrees to obtain a debarment and suspension certification from each prospective recipient containing information about the debarment and suspension status and other specific information of that awarding agency and its "principals," as defined at 49 CFR Part 29.
D. Before entering into any third-party contract exceeding $25,000.00, the CONTRACTOR agrees to obtain a debarment and suspension certification from each third-party contractor containing information about the debarment and suspension status of that third-party contractor and its "principals," as defined at 49 CFR 29.105(p). The CONTRACTOR also agrees to require each third-party contractor to refrain from awarding any subagreements of any amount, at any tier, to a debarred or suspended subcontractor, and to obtain a similar certification for any third-party subcontractor, at any tier, seeking a contract exceeding $25,000.00.

Awards Exceeding $100,000.00

Provisions for Resolution of Disputes, Breaches, or Other Litigation

The Awarding Agency and the CONTRACTOR shall deal in good faith and attempt to resolve potential disputes informally. If the dispute persists, the CONTRACTOR shall submit to the Awarding Agency Representative for this Contract or designee a written demand for a decision regarding the disposition of any dispute arising under this Contract. The Awarding Agency Representative shall make a written decision regarding the dispute and will provide it to the CONTRACTOR. The CONTRACTOR shall have the opportunity to challenge in writing within ten (10) working days to the Awarding Agency's Executive Director or his/her designee. If the CONTRACTOR'S challenge is not made within the ten (10) day period, the Awarding Agency Representative's decision shall become the final decision of the Awarding Agency. The Awarding Agency and the CONTRACTOR shall submit written, factual information and supporting data in support of their respective positions. The decision of the Awarding Agency shall be final, conclusive, and binding regarding the dispute, unless the CONTRACTOR commences an action in court of competent jurisdiction to contest the decision in accordance with Division 3.6 of the California Government Code.

Lobbying

A. The CONTRACTOR agrees that it will not use federal assistance funds to support lobbying. In accordance with 31 U.S.C. and U.S. Department of Transportation Regulations, "New Restrictions on Lobbying." 49 CFR Part 20, if the bid is for an award for $100,000.00 or more the Awarding Agency will not make any federal assistance available to the CONTRACTOR until the Awarding Agency has received the CONTRACTOR'S certification that the CONTRACTOR has not and will not use federal appropriated funds to pay any person or organization to influence or attempt to influence an officer or employee of any federal agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any federal grant, cooperative agreement, or any other federal award from which funding for the PROJECT is originally derived, consistent with 31 U.S.C. Section 1352, and;
B. If applicable, if any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an office or employee of any federal agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress, in connection with this federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with the form instructions.
C. The CONTRACTOR shall require that the language of the above two clauses be included in the award documents for all sub-awards at all tiers (including subagreements, sub-grants, and contracts under grants, loans, and cooperative agreements) which exceed $100,000.00 and that all awarding agencies shall certify and disclose accordingly. This Contract is a material representation of facts upon which reliance was placed when the Contract was made or entered into. These provisions are a prerequisite for making or entering into a Contract imposed by Section 1352, Title 31, U.S. Code. Any person who

fails to comply with these provisions shall be subject to a civil penalty of not less than $10,000.00 and not more than $100,000.00 for each failure.

Clean Air

A. The CONTRACTOR agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. Section 7401 et seq. The CONTRACTOR agrees to report each violation to the Awarding Agency and understands and agrees that the Awarding Agency will, in turn, report each violation as required to assure notification to FTA and the appropriate EPA Regional Office.
B. B. The CONTRACTOR also agrees to include these requirements in each subagreement exceeding $100,000 financed in whole or in part with Federal assistance provided by FTA.

Clean Water

A. The CONTRACTOR agrees to comply with all applicable standards, orders or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq. The CONTRACTOR agrees to report each violation to the Awarding Agency and understands and agrees that the Awarding Agency will, in turn, report each violation as required to assure notification to FTA and the appropriate EPA Regional Office.
B. The CONTRACTOR also agrees to include these requirements in each subagreement exceeding $100,000 financed in whole or in part with Federal assistance provided by FTA.

Awards Exceeding $150,000.00

Buy America

The CONTRACTOR shall comply with the Buy-America requirements of 49 U.S.C. 5323(j) and 49 CFR Part 661 for all procurements of steel, iron, and manufactured products used in PROJECT. Buy-America requirements apply to all purchases, including materials and supplies funded as operating costs, if the purchase equals or exceeds $150,000.00. Separate requirements for rolling stock are set out at 49 U.S.C. 5323(j)(2)(c) and 49 CFR 661.11. Rolling stock must be assembled in the United States and have a 60 percent domestic content.

Awards with Transport of Property or Persons

U.S. Flag Requirements (Cargo Preferences)(Fly America)

A. Shipments by Air Carrier. For third-party contracts that may involve shipments of federally assisted property by air carrier, the CONTRACTOR and subagreements must comply with the "Fly America" Act and 49 U.S.C. Section 40118, "Use of United States of America Flag Carriers," and 41 CFR Section 301-10.131 through 301-10.143.
B. Project Travel. In accordance with Section 5 of the International Air Transportation Fair Competitive Practices Act of 1973, as amended, ("Fly America" Act), 49 U.S.C. 40118 and 41 CFR Part 301-10, the CONTRACTOR and all subcontractors are required to use U.S. Flag air carriers for U.S. Government-financed international air travel and transportation, to the extent such service is available or applicable.

Awards with Transit Operations

Transit Employee Protective Arrangements (Transit Operation Only)

The CONTRACTOR agrees to comply with applicable transit employee protective requirements, as follows:

A. The CONTRACTOR agrees to carry out the transit operations work on the underlying contract in compliance with terms and conditions determined by the U.S. Secretary of Labor to be fair and equitable to protect the interests of employees employed under this Contact and to meet the employee protective requirements of 49 U.S.C. 5333(b), and U.S.DOL guidelines at 29 CFR Part 215, and any amendments there to.
B. The CONTRACTOR also agrees to include the applicable requirements in each subagreement involving transit operations financed in whole or in part with federal assistance provided by the FTA.

Charter Service Operations

(Transit Operation and Rolling Stock Only) The CONTRACTOR agrees to comply with 49 U.S.C. Section 5323(d) and 49 CFR Part 604, which provides that recipients and awarding agencies of the FTA assistance are prohibited from providing charter service using federally funded equipment or facilities if there is at least one private charter operator willing and able to provide the service, except under one of the exceptions listed at 49 CFR-Subpart B. Any charter service provided under one of the exceptions must be "incidental," i.e., it must not interfere with or detract from the provision of mass transportation. The CONTRACTOR assures and certifies that the revenues generated by its incidental charter bus operations (if any) are, and shall remain, equal to or greater than the cost (including depreciation on federally assisted equipment) of providing the service. The CONTRACTOR understands that the requirements of 49 CFR Part 604 will apply to any charter service provided, the definitions in 49 CFR part 604 apply to this contract, and any violation of this contract may require corrective measures and the imposition of penalties, including debarment from the receipt of further federal assistance for transportation.

School Bus Operations

(Transit Operation and Rolling Stock Only) Pursuant to 49 U.S.C. 5323(F) and 49 CFR Part 605, the CONTRACTOR agrees that it and all its subcontractors will: (1) engage in school transportation operations in competition with private school transportation operators only to the extent permitted by an exception provided by 49 U.S.C. 5323(F) and implementing regulations, and (2) comply with requirements of 49 CFR Part 605 before providing any school transportation using equipment of facilities acquired with federal assistance awarded by the FTA and authorized by 49 U.S.C. Chapter 53 or Title 23 U.S.C. for transportation projects. The CONTRACTOR understands that the requirements of 49 CFR Part 605 will apply to any school transportation it provides, that the definitions of 49 CFR Part 605 apply to any school transportation agreement, and a violation of the contract may require corrective measures and the imposition of penalties, including debarment from the receipt of further federal assistance for transportation.

Vehicle Operator Licensing

The CONTRACTOR is required to comply with all applicable requirements of the Federal Motor Carrier Safety Administration regulations and the California Vehicle Code including, but not limited to, the requirement that all vehicle operators have a valid State of California driver's license, including any special operator license that may be necessary for the type of vehicle operated.

Drug-Free Workplace (FTA Section 5307 & 5311 Awards)

The CONTRACTOR certifies by signing a Contract with the Awarding Agency that it will provide a drug-free workplace, and shall establish policy prohibiting activities involving controlled substances in compliance with Government Code Section 8355, et seq. The CONTRACTOR is required to include the language of this paragraph in award documents for all sub-awards at all tiers (including subagreements, sub-grants, and contracts under grants, loans, and cooperative agreements) and that all awarding agencies shall disclose accordingly. To the extent the CONTRACTOR, any third-party contractor at any tier, any awarding agency at any tier, or their employees, perform a safety sensitive function under the PROJECT, the CONTRACTOR agrees to comply with, and assure the compliance of each affected third-party contractor at any tier, each affected awarding agency at any tier, and their employees with 49 U.S.C. Section 5331, and the FTA regulations, "Prevention of Alcohol Misuse and Prohibited Drug use in Transit Operations," 49 CFR Part 655.

The CONTRACTOR agrees to establish and implement a drug and alcohol testing program that complies with 49 CFR Part 655, produce any documentation necessary to establish its compliance with Part 655, and permit any authorized representative of the United States Department of Transportation or its operating administrations, the California Department of Transportation, or the Awarding Agency to inspect the facilities and records associated with the implementation of the drug and alcohol testing program as required under 49 CFR Part 655 and review the testing process. The CONTRACTOR agrees further to certify annually its compliance with Part 655 before May 1 and to submit the Management Information System (MIS) reports before May 1 to TCRTA Transit Manager or Designee. To certify compliance the CONTRACTOR shall use the "Substance Abuse Certifications" in the "Annual List of Certifications and Assurances for Federal Transit Administration Grants and Cooperative Agreements," which is published annually in the Federal Register.

Miscellaneous Special Requirements

Intelligent Transportation Systems (ITS) National Architecture

To the extent applicable, the CONTRACTOR agrees to conform to the National Intelligent Transportation System (ITS) Architecture and Standards as required by 23 U.S.C. Section 517(d), 23 U.S.C. Section 512 note, and 23 CFR Part 655 and 940, and follow the provisions of the FTA Notice, "FTA National ITS Architecture Policy on Transit projects," 66 Fed. Reg. 1455 et seq., January 8, 2001, and any other implementing directives the FTA may issue at a later date, except to the extent the FTA determines otherwise in writing.

DBE Contract Assurance

The CONTRACTOR, or SUBCONTRACTOR shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. The CONTRACTOR or SUBCONTRACTOR shall carry out applicable requirement of 49 CFR Part 26 in the award and administration of [Federal] DOT-assisted contracts. Failure by the CONTRACTOR or SUBCONTRACTOR to carry out these requirements is a material breach of this contract, which may result in the termination of the Standard Agreement between the STATE and the Awarding Agency, the termination of this contract by the Awarding Agency, or such other remedy the STATE or Awarding Agency deems appropriate, which may include, but is not limited to:

1. Withholding monthly progress payments;
2. Assessing sanctions;
3. Liquidated damages; and/or
4. Disqualifying the CONTRACTOR from future bidding as non-responsive.

Awarding Agency shall notify the CALTRANS DBELO in the event the Awarding Agency finds the CONTRACTOR or SUBCONTRACTOR is in violation of 49 CFR Part 26 within five (5) business days the finding is made.

The following Special Program(s) are applicable to this RFP.

DBE Participation Goal

This contract is subject to the requirements of Title 49, Code of Federal Regulations, Part 26, Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs. The contract goal for participation of Disadvantaged Business Enterprises (DBE) for this contract is 2%.

Offerors are required to document sufficient DBE participation to meet the contract goals or, alternatively, document adequate good faith efforts to do so, as provided for in 49 CFR 26.53 (3)(i)(A). Award of this contract is conditioned on submission of the following:

1. If the offer meets the DBE contract goal the offeror must include with the offer a completed ADM-0227F form.
2. If the offer cannot meet the DBE contract goal the offeror must include with the offer a completed ADM-0312F form that documents the offeror's good faith efforts (GFE) and ADM-0227F form. The Awarding Agency must document concurrence with the offeror's GFE and provide a copy of the GFE to Caltrans DRMT Compliance Liaison for additional concurrence prior to contract award.

The CONTRACTOR shall not terminate the DBE subcontractors listed on ADM-0227f without the Awarding Agency's prior written consent and concurrence from the CALTRANS DBELO. The Awarding Agency may provide such written consent only if the CONTRACTOR has good cause to terminate the DBE firm. Before transmitting a request to terminate, the CONTRACTOR shall give

notice in writing to the DBE SUBCONTRACTOR of its intent to terminate and the reason for the request.

The CONTRACTOR shall give the DBE five (5) days to respond to the notice and advise of the reasons why it objects to the proposed termination. When a DBE subcontractor is terminated or fails to complete its work on the contract for any reason, the CONTRACTOR shall make good faith efforts (GFE) to find another DBE subcontractor to substitute for the original DBE and immediately notify the Awarding Agency in writing of its efforts to replace the original DBE. These good faith efforts shall be directed at finding another DBE to perform at least the same amount of work under the Contract as the DBE that was terminated, to the extent needed to meet the Contract goal established for this procurement.

Continued Compliance

The Awarding Agency shall monitor the CONTRACTOR'S DBE compliance during the life of this contract and submit to the STATE a completed ADM-3069 form in each their request for reimbursement (RFR) packet.

Prompt Payment and Return of Retainage

A. The Awarding Agency shall comply with 49 CFR Part 26.29 and ensure the CONTRACTOR pay its subcontractors performing work satisfactorily completed related to this contract no later than thirty (30) days after the CONTRACTOR's receipt of payment for that work from the Awarding Agency.
B. Unless the approved project is for Construction, the CONTRACTOR shall not hold retainage (withhold retention) from any subcontractor. The STATE shall not hold retainage (i.e., withhold retention) from any CONTRACTOR.
C. If a dispute arises regarding Construction projects only, the CONTRACTOR may exercise its rights under California Public Contract Code (PCC) Sections 10262 and 10262.5 or California Business and Professions Code (BPC) Section 7108.5, as applicable.
D. The CONTRACTOR is required to pay its subcontractors for satisfactory performance of work related to this Agreement no later than 30 days after the CONTRACTOR's receipt of payment for that work from the Awarding Agency. In addition, the CONTRACTOR is required to return any retainage (retention) payment to any subcontractor within 30 days after the subcontractor's work related to this Agreement is satisfactorily completed.

Recycled Products

The CONTRACTOR agrees to comply with all the requirements of Section 6002 of the Resource Conservation and Recovery Act (RCRA), as amended (42 U.S.C. 6962), including but not limited to the regulatory provisions of 40 CFR Part 247, and Executive Order 12873, as they apply to the procurement of the items designated in Subpart B of 40 CFR Part 247.

FTA Master Agreement 27 Required DBE Clause under Civil Rights – Section 12(e): To the extent authorized by applicable federal laws, regulations, or requirements, the Recipient agrees to facilitate, and assures that each Third Party Participant will facilitate, participation by small

business concerns owned and controlled by socially and economically disadvantaged individuals, also referred to as "Disadvantaged Business Enterprises" (DBEs), in the Underlying Agreement as follows: (1) Statutory and Regulatory Requirements. The Recipient agrees to comply with: (i) Section 1101(b) of the FAST Act, 23 U.S.C. § 101 note; (ii) U.S. DOT regulations, "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs," 49 CFR Part 26; and (iii) Federal transit law, specifically 49 U.S.C. § 5332, as provided in section 12 of this Master Agreement. (2) DBE Program Requirements. A Recipient that receives planning, capital and/or operating assistance and that will award prime third party contracts exceeding $250,000 in a federal fiscal year must have a DBE program that is approved by FTA and meets the requirements of 49 CFR Part 26. (3) Special Requirements for a Transit Vehicle Manufacturer (TVM). The Recipient agrees that: (i) TVM Certification. Each TVM, as a condition of being authorized to bid or propose on FTA-assisted transit vehicle procurements, must certify that it has complied with the requirements of 49 CFR Part 26; and (ii) Reporting TVM Awards. Within 30 days of any third party contract award for a vehicle purchase, the Recipient must submit to FTA the name of the TVM contractor and the total dollar value of the third party contract, and notify FTA that this information has been attached in TrAMS. The Recipient must also submit additional notifications if options are exercised in subsequent years to ensure that the TVM is still in good standing. (4) Assurance. As required by 49 C.F.R. § 26.13(a): (i) Recipient Assurance. The Recipient agrees and assures that: (A) It must not discriminate based on race, color, national origin, or sex in the award and performance of any FTA or U.S. DOT-assisted contract, or in the administration of its DBE program or the requirements of 49 CFR Part 26; (B) It must take all necessary and reasonable steps under 49 CFR Part 26 to ensure nondiscrimination in the award and administration of U.S. DOT-assisted contracts; (C) Its DBE program, as required under 49 CFR Part 26 and as approved by U.S. DOT, is incorporated by reference and made part of the Underlying Agreement; and (D) Implementation of its DBE program approved by U.S. DOT is a legal obligation and failure to carry out its terms shall be treated as a violation of this Master Agreement. (ii) Subrecipient/Third Party Contractor/Third Party Subcontractor Assurance. The Recipient agrees and assures that it will include the following assurance in each subagreement and third party contract it signs with a Subrecipient or Third Party Contractor and agrees to obtain the agreement of each of its Subrecipients, Third Party Contractors, and Third Party Subcontractors to include the following assurance in every subagreement and third party contract it signs: (A) The Subrecipient, each Third Party Contractor, and each Third Party Subcontractor must not discriminate based on race, color, national origin, or sex in the award and performance of any FTA or U.S. DOT-assisted subagreement, third party contract, and third party subcontract, as applicable, and the administration of its DBE program or the requirements of 49 CFR Part 26; (B) The Subrecipient, each Third Party Contractor, and each Third Party Subcontractor must take all necessary and reasonable steps under 49 CFR Part 26 to ensure nondiscrimination in the award and administration of U.S. DOT-assisted subagreements, third party contracts, and third party subcontracts, as applicable; (C) Failure by the Subrecipient and any of its Third Party Contractors or Third Party Subcontractors to carry out the requirements of this subparagraph 12.e(4)(b) is a material breach of this subagreement, third party contract, or third party subcontract, as applicable; and (D) The following remedies, or such other remedy as the Recipient deems appropriate, include, but are not limited to, withholding monthly progress

payments, assessing sanctions, liquidated damages, and/or disqualifying the Subrecipient, Third Party Contractor, or Third Party Subcontractor from future bidding as non-responsible. (5) Remedies. Upon notification to the Recipient of its failure to carry out its approved program, FTA or U.S. DOT may impose sanctions as provided for under 49 CFR Part 26, and, in appropriate cases, refer the matter for enforcement under either or both 18 U.S.C. § 1001, and/or the Program Fraud Civil Remedies Act of 1986, 31 U.S.C. § 3801, et seq.

2 CFR Part 200.216 Prohibition on certain telecommunications and video surveillance services or equipment.

a) Recipients and subrecipients are prohibited from obligating or expending loan or grant funds to:
    1. Procure or obtain;
    2. Extend or renew a contract to procure or obtain; or
    3. Enter into a contract (or extend or renew a contract) to procure or obtain equipment, services, or systems that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. As described in Public Law 115-232, section 889, covered telecommunications equipment is telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities).

i. For the purpose of public safety, security of government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities).

ii. Telecommunications or video surveillance services provided by such entities or using such equipment.

iii. Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

b) In implementing the prohibition under Public Law 115-232, section 889, subsection (f), paragraph (1), heads of executive agencies administering loan, grant, or subsidy programs shall prioritize available funding and technical support to assist affected businesses, institutions and organizations as is reasonably necessary for those affected entities to transition from covered communications equipment and services, to procure replacement equipment and services, and to ensure that communications service to users and customers is sustained.

c) See Public Law 115-232, section 889 for additional information.

Attachment I – Federal Clause Matrix

FEDERALLY REQUIRED CONTRACT CLAUSES

Updated 01/2020

The successful contractor is expected to be familiar with and meet all stated or otherwise applicable federal clauses and standards.

Listed below is the matrix of FTA required contract clauses and federal certifications.

Applicability of Third Party Contract Provisions

(Excluding micro-purchases, except for construction contracts over $2,000)

CLAUSE	TYPE OF PROCUREMENT				
	Professional Services/A&E	Operations/ Management/ Recipients	Revenue Rolling Stock	Construction	Materials & Supplies
No Federal government obligations to third-parties by use of a disclaimer	All	All	All	All	All
Program fraud and false or fraudulent statements and related acts	All	All	All	All	All
Access to Records	All	All	All	All	All
Federal changes	All	All	All	All	All
Civil Rights (EEO, Title VI & ADA)	All	All	All	All	All
Incorporation of FTA Terms	All	All	All	All	All
Energy Conservation	All	All	All	All	All
Termination Provisions (not required of states)	>$10,000	>$10,000	>$10,000	>$10,000	>$10,000
Debarment and Suspension	>$25,000	>$25,000	>$25,000	>$25,000	>$25,000
Buy America			>$150,000	>$150,000	>$150,000 (for steel, iron, manufactured products)
Provisions for resolution of disputes, breaches or other litigation	>$250,000	>$250,000	>$250,000	>$250,000	>$250,000
Lobbying	>$100,000	>$100,000	>$100,000	>$100,000	>$100,000
Clean Air	>$150,000	>$150,000	>$150,000	>$150,000	>$150,000

CLAUSE	TYPE OF PROCUREMENT				
	Professional Services/A&E	Operations/ Management/ Recipients	Revenue Rolling Stock	Construction	Materials & Supplies
Clean Water	>$150,000	>$150,000	>$150,000	>$150,000	>$150,000
Cargo Preference			Involving property that may be transported by ocean vessel	Involving property that may be transported by ocean vessel	Involving property that may be transported by ocean vessel
Fly America	Involving foreign transport or travel by air	Involving foreign transport or travel by air	Involving foreign transport or travel by air	Involving foreign transport or travel by air	Involving foreign transport or travel by air
Davis Bacon Act				>$2,000 (including ferry vessels)	
Copelands Anti-Kickback Act				Section 1: All Section 2: >$2,000 (including ferry vessels)	
Contract Work Hours & Safety Standards Act		>$100,000	>$100,000	>$100,000 (including ferry vessels)	
Bonding (not required of states)				>$250,000 (including ferry vessels)	
Seismic Safety	A&E for new Buildings & additions			New buildings & additions	
Transit Employee Protective Arrangements		Transit operations funded with Section 5307, 5309,5311 or 5316 funds			
Charter Service Operations		All			
School Bus Operations		All			
Drug and Alcohol Testing		Transit operations funded with Section 5307, 5309 or 5311 funds			
Patent Rights	Research & development				
Rights in Data and Copyrights requirements	Research & development				
Disadvantaged Business Enterprises (DBEs)	All	All	All	All	All

CLAUSE	TYPE OF PROCUREMENT				
	Professional Services/A&E	Operations/ Management/ Recipients	Revenue Rolling Stock	Construction	Materials & Supplies
Prompt Payment	All non TVM purchases if threshold for DBE program met	All non TVM purchases if threshold for DBE program met	All non TVM purchases if threshold for DBE program met	All non TVM purchases if threshold for DBE program met	All non TVM purchases if threshold for DBE program met
Recycled Products		Contracts for items designated by EPA, when procuring $10,000 or more per year		Contracts for items designated by EPA, when procuring $10,000 or more per year	Contracts for items designated by EPA, when procuring $10,000 or more per year
ADA Access	A&E	All	All	All	
Veterans Employment				All	
Special Notification Requirements for States	Limited to states	Limited to states	Limited to states	Limited to states	Limited to states
Privacy Act	Contracts with personal identifier files	Contracts with personal identifier files	Contracts with personal identifier files	Contracts with personal identifier files	Contracts with personal identifier files
Bus Testing			All		

REQUIRED CERTIFICATIONS, REPORTS, AND FORMS
(excluding micro-purchases, except for construction contracts over $2,000)

REQUIREMENT	COMMENTS	MASTER AGREEMENT REFERENCE***
Bus Testing Certification and Report	Procurements of buses and modified mass produced vans	§17.p(4)
Transit Vehicle Manufacturer Certification	Procurements of buses and modified mass produced vans	§13.d(3)
Buy America Certification	Projects >$150,000 that contain steel, iron or manufactured products (see note)	§16.a
Pre-Award Audit	Rolling stock procurements	§17.p(3)
Pre-Award Buy America Certification	Rolling stock procurements>$150,000(see note)	§17.p(3)
Pre-Award Purchaser's Requirement Certification	Rolling stock procurements	§17.p(3)
Post-Delivery Audit	Rolling stock procurements	§17.p(3)
Post-Delivery Buy America Certification	Rolling stock procurements >$150,000 (see note)	§17.p(3)
Post-Delivery Purchaser's Requirement Certification	Rolling stock procurements	§17.p(3)
On-Site Inspector's Report	Rolling stock procurements for more than 10 vehicles for areas >200,000 in population and 20 for areas <200,000 in population	§17.p(3)

Federal Motor Vehicles Safety Standards Pre-Award and Post-Delivery Certification	Non-rail rolling stock procurements	§17.p(3)
Excluded Parties Listing System search	Procurements > $25,000	§3.b
Lobbying Certification	Procurements > $250,000	§3.d
Standard Form LLL and Quarterly Updates (when required)	Procurements > $250,000 where contractor engages in lobbying activities	§3.d

Attachment J – CAD/AVL/CRM Specifications

CAD/AVL/CRM Specifications

Description and Background

The TCRTA is soliciting proposals from Proposer for a computer-assisted dispatch (CAD), automatic vehicle location (AVL), and customer relations management (CRM) systems, related components, and support services. The purpose of this section is to define TCRTA's minimum requirements for this portion of the project.

TCRTA currently maintains a fleet of 80 vehicles. However, TCRTA will take delivery of new vehicles during the term of the Contract.

Scope of Work

These basic specifications/concepts define the functional, performance, installation, integration, and project implementation requirements for the deployment of this portion of the project for TCRTA local fixed route, commuter bus, and ADA complementary paratransit services. TCRTA is seeking Proposers to deploy, and/or integrate, the following technologies on TCRTA vehicles and at the TCRTA Central Call Center. TCRTA desires a hosted solution that is accessible and will integrate and/or replace existing TCRTA systems:

CAD/AVL System

- Proposer will provide a commercially off-the-shelf Wi-Fi tablet (Samsung or Apple) and GPS receiver, capable of connecting to the TCRTA cellular network, to provide driver a digital manifest and vehicle monitoring from the computer-assisted dispatch (CAD) and automatic vehicle location (AVL) system.

- Proposer will provide and install a secure and powered tablet docking station, like HiNT Mounts Part # TS-405-PDS. https://hintmounts.com/catalog/Tablet%20Shell/TS-405.php

- CAD/AVL system shall provide vehicle and operator scheduling and service reporting.

- CAD/AVL system shall be capable of providing General Transit Feed Specification Real-Time (GTFS-RT) feed output.

- CAD/AVL system shall provide real-time detour and alert management.

- CAD/AVL system shall be capable of providing and/or integrating GTFS-RT feed output into new or existing wayside systems at major bus stops and transit centers.

- CAD/AVL system shall be capable of real-time passenger information via the TCRTA web site and a mobile application.

- CAD/AVL system shall be capable of Automatic Voice Annunciation (AVA) system integration.

- CAD/AVL system shall be capable of Automatic Passenger Counting (APC) system integration.

- CAD/AVL system shall be capable of Traffic Signal Priority (TSP) integration.

- Proposer shall use open standard interfaces to all newly provided onboard equipment such as J1708, J1939, and ethernet.

ADA Paratransit CAD

- ADA paratransit CAD system shall be capable of tracking ADA certification milestone dates, information, and documentation of the passenger's eligibility process.

- ADA paratransit CAD system shall be capable of providing a full range of passenger/client profile management.

- ADA paratransit CAD system shall be capable of providing a full range of ADA compliant trip reservation management.

- ADA paratransit CAD system shall be capable of providing a full range of computer assisted scheduling.

- ADA paratransit CAD system shall be capable of providing a full range of passenger, management, service, and NTD reporting.

Customer Relations Management (CRM) System

- CRM system shall be capable of convert email, phone, chat, social media, and website customer service requests into organized tickets.

- CRM shall be capable of classifying inbound tickets into predefined categories like fixed route complaint, bus stop complaint, driver complaint, etc.

- CRM shall be capable of creating custom ticket queues by filtering tickets based on priority and responsibility.

- CRM shall be capable of providing a full range of management, performance, and productivity report.

TULARE COUNTY REGIONAL TRANSIT AGENCY
CONTRACT ADDENDUM

PROJECT TITLE:	Transit Operations Services
RFP NO:	2021-01
ADDENDUM NO:	1
ISSUED:	1/4/2022

The Tulare County Regional Transit Agency is issuing this Addendum to respond to questions raised by parties interested in the Request for Proposals named above (the "RFP").

This Addendum constitutes an integral part of the RFP and shall be read in conjunction with the RFP. Where inconsistent with the original RFP, or any pervious Addendum to the RFP, this Addendum shall govern. Unless specifically changed herein, all other requirements and provisions of the RFP remain unchanged and can only be modified if in writing by the Tulare County Regional Transit Agency. It is the responsibility of all Proposers to conform to this Addendum.

1. Projected Revenue Hours and Miles

TCRTA projected annual revenue hours and miles can be found in the tables below. **Revenue hours and miles reflected in the tables below are not a contractual guarantee, only an estimate.** Regional On-Demand service is in the planning stages and service hours are dependent on vehicle availability and service adoption. Due to the ongoing COVID-19 pandemic service hours may be reduced and some services may be suspended or eliminated**. Proposers will be paid for actual hours and miles performed not for estimates as stated below.** Revenue hours and miles may vary by 20% and proposals should hold constant hourly, miles, and fixed rates within that fluctuation throughout the contract performance period and any optional years. TCRTA will notify Proposer of additional service revisions or changes at least 60 days prior to the change(s). If at any time, changes to the entire service are greater than 20% overall (not including service changes due to events in the force majeure clause, which are common and may occur at any time), the Proposer may request a contract amendment, in writing to be submitted 30 days prior to the change in service.

Projected Revenue Hours Table

FY 2022/23 – FY 2029/30					
Location	**Commuter Route Service Hours**	**Local Route/Circulator Service Hours**	**ADA Paratransit Service Hours**	**On Demand Service Hours**	**LOOP Service Hours**
Dinuba	N/A	N/A	2,000	12,000*	N/A
Exeter	N/A	N/A	N/A	6,000*	N/A
Farmersville	N/A	N/A	N/A	6,000*	N/A
Lindsay	N/A	N/A	450	3,000*	N/A
Porterville	N/A	24,600	2,500	12,000	N/A
Tulare	4,300	24,600	2,500	12,000*	N/A
Woodlake	N/A	N/A	2,000	3,000*	N/A
County	28,800	4,600	1,800	N/A	2,400
Total	**33,100**	**53,800**	**11,250**	**54,000**	**2,400**

**New Service Starting July 1, 2022*

"Optional" Projected Revenue Hours Table (Exeter and Farmersville)

FY 2022/23 – FY 2029/30		
Location	**Local Route/Circulator Service Hours**	**ADA Paratransit Service Hours**
Exeter	4,100	500
Farmersville	4,100	700
Total	**8,200**	**1,200**

"Optional" Projected Revenue Miles Table (Central Yard Maintenance)

FY 2022/23 – FY 2029/30					
Location	**Commuter Route Service Miles**	**Local Route/Circulator Service Miles**	**ADA Paratransit Service Miles**	**On Demand Service Miles**	**LOOP Service Miles**
Tulare Fleet	156,140	500,000	24,000	60,000	N/A
County Fleet	825,000	108,000	N/A	N/A	1,000
Total	**981,140**	**608,000**	**24,000**	**60,000**	**1,000**

2. TCRTA Number of Vehicles by Service Type

The following table represent the total number of TCRTA vehicles by service type and peak number of vehicles by service type.

Service Type	Total # of Vehicles	Peak # of Vehicles
Local/Circulator Routes	50	16
Commuter Routes	14	5
ADA Paratransit	22	8
On-Demand	20	16
Total	**106**	**45**

The attached worksheet titled "TCRTA Fleet Inventory" identifies the Year, Make, Model, Fuel Type, Odometer, Service Mode, etc. for each vehicle in the TCRTA fleet.

END OF ADDENDUM No. 1

/s/ Richard Tree
Executive Director

TCRTA

Fleet Inventory

Transit Agency Name	Yard Location	Service Mode	Vehicle ID	Manufacturer Year	Make	Model	Type	Length (ft.)	Fuel Type	Bus Status	Odometer Reading (miles)
County	Central Yard (County)	Commuter	7130	2011	Chevrolet	4500	Cutaway	25	CNG	Active	585,985
County	Central Yard (County)	Commuter	7131	2011	Ford	E450	Cutaway	25	CNG	Active	302,764
County	Central Yard (County)	Commuter	7132	2011	Chevrolet	4500	Cutaway	25	CNG	Active	417,295
County	Central Yard (County)	Commuter	7133	2012	Ford	F-550	Cutaway	32	CNG	Active	489,341
County	Central Yard (County)	Commuter	7134	2012	Ford	F-550	Cutaway	32	CNG	Active	520,792
County	Central Yard (County)	Commuter	7135	2012	Ford	F-550	Cutaway	32	CNG	Active	496,327
County	Central Yard (County)	Commuter	7136	2012	Ford	F-550	Cutaway	32	CNG	Active	539,573
County	Central Yard (County)	Commuter	7137	2012	Ford	E450	Cutaway	32	CNG	Active	236,528
County	Central Yard (County)	Commuter	7138	2014	Ford	F-550	Cutaway	32	CNG	Active	169,878
County	Central Yard (County)	Commuter	7139	2018	Ford	F-550	Cutaway	32	CNG	Active	204,756
County	Central Yard (County)	Commuter	7140	2018	Ford	F-550	Cutaway	32	CNG	Active	148,008
County	Central Yard (County)	Commuter	7141	2021	El Dorado	Axess	Bus	32	CNG	Active	964
County	Central Yard (County)	Commuter	7142	2021	El Dorado	Axess	Bus	32	CNG	Active	429
County	Central Yard (County)	Commuter	7143	2021	El Dorado	Axess	Bus	32	CNG	Active	378
County	Central Yard (County)	Local/Circulator	7105	2011	Ford	F-550	Cutaway	32	Gasoline	Active	231,233
County	Central Yard (County)	Local/Circulator	7106	2011	Ford	F-550	Cutaway	32	Gasoline	Active	232,265
County	Central Yard (County)	Local/Circulator	7109	2009	Chevrolet	C5500	Cutaway	32	Gasoline	Active	344,949
County	Central Yard (County)	Local/Circulator	7116	2009	GMC	Aerolite 290	Cutaway	32	CNG	Active	796,277
County	Central Yard (County)	Local/Circulator	7117	2009	GMC	C5500	Cutaway	32	CNG	Active	816,650
County	Central Yard (County)	Local/Circulator	7118	2009	GMC	C5500	Cutaway	32	CNG	Active	790,565
County	Central Yard (County)	Local/Circulator	7120	2009	GMC	C5500	Cutaway	32	CNG	Active	777,588
County	Central Yard (County)	Local/Circulator	7122	2009	GMC	GMC	Cutaway	32	CNG	Active	815,567
County	Central Yard (County)	Local/Circulator	7123	2009	GMC	C5500	Cutaway	32	CNG	Active	726,357
County	Central Yard (County)	Local/Circulator	7124	2009	GMC	C5500	Cutaway	32	CNG	Active	781,251
County	Central Yard (County)	Local/Circulator	7125	2008	GMC	GMC	Cutaway	35	Gasoline	Active	510,686
County	Central Yard (County)	Local/Circulator	7126	2008	GMC	C5500	Cutaway	35	Gasoline	Active	288,894
County	Central Yard (County)	Local/Circulator	7127	2015	Chevrolet	4500	Cutaway	25	CNG	Active	425,962
County	Central Yard (County)	Local/Circulator	7129	2011	Ford	E450	Cutaway	25	CNG	Active	500,864
Dinuba	North Yard (Dinuba)	ADA Paratransit	15	2019	Ford	Entourage	Cutaway	32	CNG	Active	58,664
Dinuba	North Yard (Dinuba)	ADA Paratransit	14	2019	Ford	AeroTech	Cutaway	25	CNG	Active	86,096
Dinuba	North Yard (Dinuba)	ADA Paratransit	12	2016	Ford	AeroTech	Cutaway	25	CNG	Active	148,885
Dinuba	North Yard (Dinuba)	ADA Paratransit	10	2014	Ford	AeroTech	Cutaway	25	Gasoline	Active	119,460
Dinuba	North Yard (Dinuba)	ADA Paratransit	9	2012	Ford	Aerolite	Cutaway	33	CNG	Active	278,880
Dinuba	North Yard (Dinuba)	ADA Paratransit	8	2018	Ford	AeroTech	Cutaway	25	CNG	Active	252,175
Dinuba	North Yard (Dinuba)	ADA Paratransit	7	2011	Ford	AeroTech	Cutaway	25	CNG	Active	243,824
Dinuba	North Yard (Dinuba)	ADA Paratransit	6	2017	Ford	AeroTech	Cutaway	25	CNG	Active	65,856
Porterville	South Yard (Porterville)	ADA Paratransit	8111	2019	Braun	Entervan	Minivan	10	Gasoline	Active	14,219
Porterville	South Yard (Porterville)	ADA Paratransit	8110	2019	Braun	Entervan	Minivan	10	Gasoline	Active	16,870
Porterville	South Yard (Porterville)	ADA Paratransit	8109	2019	Braun	Entervan	Minivan	10	Gasoline	Active	22,277
Porterville	South Yard (Porterville)	ADA Paratransit	8108	2019	Braun	Entervan	Minivan	10	Gasoline	Active	20,599
Porterville	South Yard (Porterville)	ADA Paratransit	8107	2019	Braun	Entervan	Minivan	10	Gasoline	Active	21,018
Porterville	South Yard (Porterville)	ADA Paratransit	8189	2015	Champion	E2 Street	Cutaway	25	CNG	Emergency/Contingency	75,105
Porterville	South Yard (Porterville)	ADA Paratransit	8188	2013	Champion	E2 Street	Cutaway	25	CNG	Emergency/Contingency	93,852
Porterville	South Yard (Porterville)	ADA Paratransit	8187	2013	Champion	E2 Street	Cutaway	25	CNG	Emergency/Contingency	90,992
Porterville	South Yard (Porterville)	ADA Paratransit	8184	2009	Starcraft	Allstar Type 3	Cutaway	25	Diesel	Emergency/Contingency	145,565
Porterville	South Yard (Porterville)	Local/Circulator	8209	2018	GreenPower	EV350	Bus	40	Electricity	Active	1,046
Porterville	South Yard (Porterville)	Local/Circulator	8208	2018	GreenPower	EV350	Bus	40	Electricity	Active	7,211
Porterville	South Yard (Porterville)	Local/Circulator	8207	2018	GreenPower	EV350	Bus	40	Electricity	Active	3,232
Porterville	South Yard (Porterville)	Local/Circulator	8206	2018	GreenPower	EV350	Bus	40	Electricity	Active	7,198
Porterville	South Yard (Porterville)	Local/Circulator	8205	2018	GreenPower	EV350	Bus	40	Electricity	Active	13,172
Porterville	South Yard (Porterville)	Local/Circulator	8204	2018	GreenPower	EV350	Bus	40	Electricity	Active	8,243
Porterville	South Yard (Porterville)	Local/Circulator	8203	2018	GreenPower	EV350	Bus	40	Electricity	Active	10,016
Porterville	South Yard (Porterville)	Local/Circulator	8202	2018	GreenPower	EV350	Bus	40	Electricity	Active	15,856
Porterville	South Yard (Porterville)	Local/Circulator	8201	2018	GreenPower	EV350	Bus	40	Electricity	Active	14,209
Porterville	South Yard (Porterville)	Local/Circulator	8200	2018	GreenPower	EV350	Bus	40	Electricity	Active	25,830
Porterville	South Yard (Porterville)	Local/Circulator	8193	2015	El Dorado	E2 Rider II MAX	Bus	32	CNG	Active	550,897
Porterville	South Yard (Porterville)	Local/Circulator	8192	2015	El Dorado	E2 Rider II MAX	Bus	32	CNG	Active	565,648
Porterville	South Yard (Porterville)	Local/Circulator	8191	2013	El Dorado	E-Z Rider II	Bus	32	CNG	Active	429,842
Porterville	South Yard (Porterville)	Local/Circulator	8190	2013	El Dorado	E-Z Rider II	Bus	32	CNG	Active	605,988
Porterville	South Yard (Porterville)	Local/Circulator	8179	2010	El Dorado	E2 Rider II MAX	Bus	32	CNG	Active	489,566
Porterville	South Yard (Porterville)	Local/Circulator	8178	2010	El Dorado	E2 Rider II MAX	Bus	32	CNG	Active	528,257
Porterville	South Yard (Porterville)	Local/Circulator	8177	2010	El Dorado	E2 Rider II MAX	Bus	32	CNG	Active	491,714
Porterville	South Yard (Porterville)	Local/Circulator	8176	2010	El Dorado	E2 Rider II MAX	Bus	32	CNG	Active	536,042
Porterville	South Yard (Porterville)	Local/Circulator	8175	2010	El Dorado	E-Z Rider II Max	Bus	32	CNG	Active	502,077
Porterville	South Yard (Porterville)	Local/Circulator	8171	2007	El Dorado	E2 Rider II Max	Bus	32	CNG	Emergency/Contingency	639,520
Porterville	South Yard (Porterville)	Local/Circulator	8170	2007	El Dorado	E2 Rider II Max	Bus	32	CNG	Emergency/Contingency	430,930
Porterville	South Yard (Porterville)	Local/Circulator	8169	2007	El Dorado	E2 Rider II Max	Bus	32	CNG	Emergency/Contingency	411,956
Porterville	South Yard (Porterville)	Local/Circulator	8168	2007	El Dorado	E-Z Rider II Max	Bus	32	CNG	Emergency/Contingency	457,985
Porterville	South Yard (Porterville)	On-Demand	8183	2008	Chevrolet	Uplander	Minivan	10	Gasoline	Emergency/Contingency	138,805
Porterville	South Yard (Porterville)	On-Demand	8175	2007	Chevrolet	Uplander	Minivan	10	Gasoline	Emergency/Contingency	156,162
Porterville	South Yard (Porterville)	On-Demand	8172	2007	Chevrolet	Uplander	Minivan	10	Gasoline	Emergency/Contingency	134,488
Porterville	South Yard (Porterville)	On-Demand	8107	2006	Chevrolet	Uplander	Minivan	10	Gasoline	Active	125,858
Porterville	South Yard (Porterville)	On-Demand	8108	2019	Braun	Entervan	Minivan	10	Gasoline	Active	1,807
Porterville	South Yard (Porterville)	On-Demand	8105	2019	Braun	Entervan	Minivan	10	Gasoline	Active	1,825
Porterville	South Yard (Porterville)	On-Demand	8104	2019	Braun	Entervan	Minivan	10	Gasoline	Active	2,564
Porterville	South Yard (Porterville)	On-Demand	8103	2019	Braun	Entervan	Minivan	10	Gasoline	Active	7,381
Porterville	South Yard (Porterville)	On-Demand	8123	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	2,818
Porterville	South Yard (Porterville)	On-Demand	8122	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	5,547
Porterville	South Yard (Porterville)	On-Demand	8121	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	5,595
Porterville	South Yard (Porterville)	On-Demand	8120	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	3,859
Porterville	South Yard (Porterville)	On-Demand	8119	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	3,887
Porterville	South Yard (Porterville)	On-Demand	8118	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	3,077
Porterville	South Yard (Porterville)	On-Demand	8117	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	6,499
Porterville	South Yard (Porterville)	On-Demand	8116	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	3,388
Porterville	South Yard (Porterville)	On-Demand	8115	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	2,827
Porterville	South Yard (Porterville)	On-Demand	8114	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	6,197
Porterville	South Yard (Porterville)	On-Demand	8113	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	7,915
Porterville	South Yard (Porterville)	On-Demand	8112	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	4,507
Tulare	Central Yard (County)	ADA Paratransit	2039	2017	Dodge	Caravan	Minivan	10	Gasoline	Active	65,788
Tulare	Central Yard (County)	ADA Paratransit	2040	2017	Dodge	Dodge	Minivan	10	Gasoline	Active	63,352
Tulare	Central Yard (County)	Local/Circulator	2038	2019	Gillig	Low Floor	Bus	35	CNG	Active	124,616
Tulare	Central Yard (County)	Local/Circulator	2037	2019	Gillig	Low Floor	Bus	35	CNG	Active	118,522
Tulare	Central Yard (County)	Local/Circulator	2036	2018	Ford	Allstar	Cutaway	25	CNG	Active	145,178
Tulare	Central Yard (County)	Local/Circulator	2035	2018	Ford	Allstar	Cutaway	25	CNG	Active	142,864
Tulare	Central Yard (County)	Local/Circulator	2034	2017	Ford	E450	Cutaway	25	Gasoline	Active	135,777
Tulare	Central Yard (County)	Local/Circulator	2033	2017	Ford	E450	Cutaway	25	Gasoline	Active	164,152
Tulare	Central Yard (County)	Local/Circulator	2032	2009	Ford	E350	Cutaway	25	Gasoline	Active	379,892
Tulare	Central Yard (County)	Local/Circulator	2031	2015	Gillig	Low Floor	Bus	35	CNG	Active	631,569
Tulare	Central Yard (County)	Local/Circulator	2030	2015	Gillig	Low Floor	Bus	35	CNG	Active	641,556
Tulare	Central Yard (County)	Local/Circulator	2029	2015	Gillig	Low Floor	Bus	35	CNG	Active	605,629
Tulare	Central Yard (County)	Local/Circulator	2028	2015	Gillig	Low Floor	Bus	35	CNG	Active	619,000
Tulare	Central Yard (County)	Local/Circulator	2027	2009	Blue Bird	Low Floor	Bus	35	CNG	Active	527,660
Tulare	Central Yard (County)	Local/Circulator	2050	2007	Ford	E450	Cutaway	25	Gasoline	Active	529,948
Woodlake	South Yard (Porterville)	ADA Paratransit	63	2011	Ford	STARTRANS	Cutaway	25	Gasoline	Active	114,606
Woodlake	South Yard (Porterville)	ADA Paratransit	62	2002	Ford	STARTRANS	Cutaway	25	Gasoline	Active	139,429
Woodlake	South Yard (Porterville)	ADA Paratransit	61	2006	Ford	STARTRANS	Cutaway	25	Gasoline	Active	11,450

TULARE COUNTY REGIONAL TRANSIT AGENCY
CONTRACT ADDENDUM

PROJECT TITLE: Transit Operations Services

RFP NO: 2021-01

ADDENDUM NO: 2

ISSUED: 1/27/2022

The Tulare County Regional Transit Agency is issuing this Addendum to respond to questions raised by parties interested in the Request for Proposals named above (the "RFP").

This Addendum constitutes an integral part of the RFP and shall be read in conjunction with the RFP. Where inconsistent with the original RFP, or any pervious Addendum to the RFP, this Addendum shall govern. Unless specifically changed herein, all other requirements and provisions of the RFP remain unchanged and can only be modified if in writing by the Tulare County Regional Transit Agency. It is the responsibility of all Proposers to conform to this Addendum.

1. Section 2, Bid Instructions and Requirements - RFP Timeline

The RFP Timeline/schedule has been updated to the following:

ACTIVITY	**DATE**
Request for Proposals Release	December 15, 2021
Mandatory Pre-Proposal Conference	ZOOM-January 5, 2022
Deadline for Submission of Clarifications (Round 1)	January 21, 2022
Post Date of Responses to Clarifications (Round 1)	~~January 28, 2022~~ February 4, 2022
2nd Pre-Proposal Conference & Tour (Starting at the Dinuba Transit Center – Conference Room)	February 10, 2022 @ 10:00 am
Deadline for Submission of Clarifications (Round 2 Limited to Maintenance and Call Center Questions)	February 18, 2022
Post Date of Responses to Clarifications (Round 2 Limited to Maintenance and Call Center Questions)	February 25, 2022
Request for Proposals Due	~~February 17, 2022~~ March 10, 2022
Interviews with Most Qualified Proposers	~~February 23, 2022~~ March 24, 2022
BAFO Period	~~March 7, 2022~~ March 28, 2022
Notice to Intent to Award	~~March 15, 2022~~ April 4, 2022
Negotiations with Selected Operator(s)	TBD
Recommendation of Award(s) to Board of Directors/Notice to Proceed	~~March 21, 2022~~ April 18, 2022
Mobilization	TBD
Commencement of Services	July 1, 2022

2. Collective Bargaining Agreement (CBA) and Labor Code 1070

Collective Bargaining Agreements and Labor Code 1070 information have been posted on the TCAG website. https://tularecog.org/tcag/rfps-contracts/rfps/

3. Section 6, Scope of Work – Vehicle Maintenance

Proposer shall be responsible for vehicle maintenance conducted at the Central County Yard. This task is no longer optional. Please refer to Item H – Fleet Maintenance for proposer duties and responsibilities.

4. Section 6, Scope of Work – Central Call Center

Proposer shall be responsible for management, supervision, and staffing the TCRTA Central Call Center. Primary functions performed at the TCRTA Call Center is customer service, complementary ADA paratransit trip reservations, on-demand trip reservations, and LOOP scheduling.

The Central Call Center shall be operated between the hours of 5:00 am to 10:00 pm, Monday through Saturday, and limited service on Sundays from 7:00 am to 8:00 pm.

Proposer shall have a minimum of 2 Customer Service Representatives at the Central Call Center during all hours of Call Center operation.

TCRTA Central Call Center will be based out of the Central County Yard. This facility is located at 25430 Road 140, Tulare, CA 93274.

Proposers to propose a computer assisted dispatching (CAD), automatic vehicle locating (AVL), and customer relations management (CRM) software and equipment for TCRTA Central Call Center staff to perform duties and responsibilities.

Proposers to provide all furniture and equipment to operate the TCRTA Central Call Center.

END OF ADDENDUM No. 2

/s/ Richard Tree
Executive Director

AGREEMENT
BETWEEN

MV TRANSPORTATION, INC.
Hanford, CA

AND

AMALGAMATED TRANSIT UNION
LOCAL 1027

Effective:
October 30, 2016 - June 30, 2019

AGREEMENT

This Agreement is entered into between MV Transportation Inc. (hereafter "Company") and the Amalgamated Transit Union, Local 1027 (hereinafter "ATU"), has as its purpose: The establishment of wages, hours of work, and other terms and conditions of employment. In the event ATU or the Company becomes aware of a practice, procedure, or activity which is not in compliance with this Agreement, then notwithstanding such practice, procedure, or activity, the parties shall immediately comply with the applicable provision of the agreement, rule, regulation, or statute.

ARTICLE 1
RECOGNITION

Section 1.1 - Recognition of the ATU:
The Company recognizes ATU as the exclusive representative of "employees" as defined in Section 1.2 of this Article for purposes of collective bargaining with respect to rates of pay, hours of work and other conditions of employment for all such employees.

Section 1.2 - Definition of Employees:
Whenever used in this Agreement, the term "employee(s)" shall mean:

INCLUDED: All full-time and regular part-time Dispatchers and Drivers employed by the Employer at or out of its Hanford/Dinuba, California facility, who perform work under the Employer's contract(s) with the City of Hanford/Dinuba, California.

EXCLUDED: All clerical, professional and confidential employees, Road Supervisors, Dispatch Supervisors, Driver Development and Safety Supervisors(dds), Maintenance Supervisors, Administrative Assistants, mechanics, guards, and supervisors as defined in the Act.

Section 1.3 - Definition of Probationary Employee:
An employee who has never accrued seniority under this Agreement or predecessor agreements between the Company and ATU, or an employee rehired after termination of seniority shall be on 'probationary" status for ninety (90) calendar days. The discipline or discharge of an employee who is in a probationary status shall not be in violation of this Agreement.

Section 1.4 - Job Classes:
The classification of jobs as described in Section 1.2 of this Agreement are defined as follows:

a) A regular full-time employee is defined as an employee regularly scheduled to work thirty-five (35) hours or more in a workweek.

b) A regular part-time employee is defined an employee regularly scheduled to work at least sixteen (16) hours but less than thirty-five (35) hours in a work week, however, the Company may schedule a part-time employee less than sixteen (16) hours in a work week upon the request of the employee. From time to time, part-time employees may be required to work more than thirty-five (35) hours in a workweek to meet unusually high service demands or other unusual situations. If a part-time employee works thirty-five (35) or more hours in a workweek, each week for four (4) consecutive weeks, the Company agrees to grant that employee full time status with the exception of temporary vacancies as stated in Section 14.5. When an employee works less than thirty-five (35) hours in a workweek for six (6) consecutive weeks, that employee shall be moved/returned to part-time status.

c) When a full-time vacancy occurs, as determined by the Company, it shall first be offered to a part-time employee in seniority order before non-employee applicants are considered. Employees may elect to remain part-time, if they so desire.

ARTICLE 2
SCOPE OF AGREEMENT

Section 2.1 - Duration:
This Agreement shall become effective immediately after midnight on October 30, 2016 and shall continue in full force and effect from October 30, 2016 and shall continue in full force and effect through midnight June 30, 2019.

The parties agree to begin negotiations on a successor agreement no later than sixty (60) days prior to the expiration of the existing agreement.

Section 2.2 - Separability:
Should any Article, Section or portion of this Agreement be determined to be in conflict with established law and unenforceable by a court of competent jurisdiction, such decision shall apply only to the specific Article, Section or portion thereof directly specified in the decision. Upon issuance of the decision, the parties agree to immediately negotiate a substitute for the invalid Articles, Sections or portions of this Agreement, which are not affected by such decision.

Section 2.3 - Waiver of Bargaining Rights and Amendments to Agreement.
During the negations resulting in this Agreement, the Company and ATU each had the unlimited right and opportunity to make demands and proposals with respect to any matter as to which the National Labor Relations Act imposes an obligation to bargain. Except as specifically set forth elsewhere in this Agreement, the Company expressly waives its right to require the ATU to bargain collectively, and ATU expressly waives its right to require the Company to bargain collectively, over all matters as to which the National Labor Relations Act imposes an obligation to bargain, whether or not: (a) such matters are specially referred to in this Agreement; (b) such matters were discussed between the Company and ATU during negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the Company or ATU at the time this Agreement was negotiated and executed. This Agreement contains the

entire understanding, undertaking and agreement of the Company and ATU, after exercise of the right and opportunity referred to in first sentence of this Section 2.3, and finally determines all matters of collective bargaining for its term. Changes in this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the Company and ATU.

No employee shall be permitted to waive any of the benefits of this collective bargaining agreement. No waiver or consent to employment under conditions other than as specified in this agreement may be asserted by any party, unless there is a signed written supplement to this agreement, executed by a duly authorized official of ATU and the Company in advance of any deviation from the terms contained herein.

No Company representative or official of ATU has authority to orally modify any of the terms contained in this agreement. Stewards and Executive Board members are not vested with authority to consent to or approve of any deviation from the terms of this agreement.

ARTICLE 3
SENIORITY

Section 3.1 - Seniority Defined:
An employee's seniority shall be from the last date of hire in the employee's job classification. Seniority shall mean the length of time an employee has been employed as a driver and, dispatcher, by the Company or date of hire from the Hanford/Dinuba location, measured in calendar days from the first day of the employee's most recent date of hire, for the purpose of selecting work, but not limited to, the determination of order in any layoff or recall from layoff or other reduction in work force, bidding runs, assignments, or time off as provided for in this Agreement. If application of the preceding sentences results in two or more employees having the same seniority, the employee's seniority position will be determined by lot. Seniority shall not accrue to a probationary employee until completion of the probationary period set forth in Article I (RECOGNITION) of this Agreement, at which time the employee shall possess seniority as defined in this Section 3.1. Seniority shall be applicable only as expressly provided in this Agreement.

Section 3.2 - Layoff:
a. Determination of Layoffs. The Company will determine the timing of layoffs and the number of employees to be laid off.

b. Layoffs. When a reduction in the work force becomes necessary, as determined by the Company, such layoffs shall be made in reverse order of seniority in each job classification.

Section 3.3 - Recall:
a. Order of Recall. The employee with the most seniority in each job classification will be the first one called from layoff.

b. Notice of Recall. The Company will forward notice of recall by registered mail, return

Receipt requested, to the last known address of the employee as reflected on Company records. The employee must, within five (5) days (excluding weekend days) of delivery or attempted delivery of the notice on the date specified for recall, and thereafter, returns to work on such date.

Section 3.4 - Termination of Seniority:
An employee's seniority shall be terminated and his rights under this Agreement forfeited for the following reasons:

a. Resignation by the employee or termination by the Company, unless reinstated pursuant to the grievance procedure.

b. Failure to give notice of intent to return to work after recall within the time period specific in Section 3.3 (b) of this Agreement, or failure to return to work on the date specified for recall, as set forth in the written notice of recall.

c. Except for layoff, time lapse of twelve (12) months, since the last day of actual work for the Company, regardless of reason, unless otherwise provided for by law.

d. Failure to return to work upon expiration of an approved leave of absence.

e. Layoff for a period of eighteen (18) months or for a period equal to the employee's seniority, whichever is less.

f. Absence for three (3) consecutive days without notifying the Company.

g. Misuse of leave as subterfuge, to accept employment elsewhere, or for a purpose other than stated upon request for leave.

Section 3.5 - Seniority List:
The Company shall provide ATU with a current Seniority List every month consisting of the employee's name, address, date of hire, expected date of probation ending and social security number, employee rate of pay, step increases, change in job title. The seniority list must be delivered to ATU via mail, fax, or, email, no later than the 7th day of each month. Such a list shall be deemed accurate unless challenged by ATU or the employee within ten (10) days upon receipt. The Company shall also provide notification in writing via mail, fax, or email to ATU within five (5) days if an employee's probation period is extended.

Section 3.6- Return of Personnel to the Bargaining Unit:
A person, who transfers out of the bargaining unit for a period of six (6) months or less and remains in the continuous employment of the Company, may transfer back to his designated job classification in the bargaining unit, which he vacated. If the person has withdrawn from the bargaining unit or paid no union dues during his original transfer, then the employee shall be subject to paying all past union dues and assessments.

If the return of the employee to the bargaining unit requires the layoff of an employee, the

employee with the least seniority will be laid off.

Section 3.7 - Transfer or Promotions:
If an employee transfers or is promoted out of the bargaining unit for more than six (6) months and chooses to return to a position in the bargaining unit, the employee will lose all seniority rights in the bargaining unit.

Section 3.8 Job Classification Transfers:
Employees transferring to a different job classification in the bargaining unit, shall be compensated at the appropriate hourly rate determined by total seniority time in the bargaining unit, but for purposes of bidding shall be considered a new hire.

ARTICLE 4
ATU REPRESENTATION

Section 4.1 - ATU Shop Steward:
a. Recognition of Shop Stewards: From among the employees employed in the Bargaining Unit, ATU may designate and the Company will recognize not more than (2) shop stewards to serve as ATU's agent in the representation of employees of the Bargaining Unit.

b. Compensation of Shop Steward While Engaged in ATU Activity: Except as specially provided in this Section 4.1 (b), the shop steward shall not be compensated by the Company for his/her duties as the shop steward and shall perform such duties during times when he/she is not scheduled to work for the Company. Where the company has requested or the company has initiated an action, requiring the services of a shop steward, the steward shall be compensated for such time.

Access to Personnel/Medical Files: The Company will allow the ATU officials to review the Employee's personnel, and or, medical records, if done so in the facility office. A Written and verbal release from the employee must be provided to the General Manager, or designee, prior to Union review of any employee's personnel files. The files will be provided to the Union as soon as practicable once the employee's release has been received as stated in this section. Medical records will not be released absent a specific release of medical records signed by the employee.

Section 4.2 -- Distribution of Union Literature.
Bulletin Boards: The Company will provide ATU with a bulletin board. Said bulletin board will be located in such a manner that all employees can easily see its contents. This shall be used by ATU for posting of official notices, meetings, and all other matters pertinent to ATU. All notices and communications will be on ATU letterhead. ATU agrees that the bulletin board will only be used for official business and will not be used for personal notices or any other material not pertinent to official ATU business. ATU also agrees that no inflammatory or derogatory materials regarding the Company will be posted on the bulletin board. The ATU business agent or other duly appointed ATU Local 1027, officer shall have reasonable access, during regular Company office hours, to maintain the bulletin board.

Section 4.3 - ATU Business Leave:

An employee designated by ATU to serve as an officer or employee of ATU shall be granted leave without pay for the duration of such office. During the period of such leave, the employee shall continue to accrue seniority as defined in Article 3 (SENIORITY) of this Agreement.

Section 4.4-Union Release Time:
The Company shall release from duty without pay any ATU representative to conduct Union business. With these requests, ATU recognizes the needs of the operation.

Section 4.5 - ATU Visitation:
Upon giving reasonable notice to the Company, the Union will be allowed access to Company premises for the purpose of investigating or adjusting an actual grievance, or visiting the members in order to ensure the terms of this Agreement are being upheld. The Union agent will confine any conversations with employees to non-work time (which includes layover and break time) and his activities will not in any manner interfere with the performance of work by the employee.

ARTICLE 5
CUSTOMER RIGHTS AND CONTINGENCIES

Section 5.1 - Termination of Transportation Service Contract:
If the transportation services contract between the Company and its service customer, City of Hanford/Dinuba, terminates for any reason, the rights and obligations of this Agreement shall also terminate at that time, provided that the parties to this Agreement may continue to resolve disputes pending at the time of termination up to and including arbitration. If the transportation service contract to one customer is terminated, then rights and obligations of this Agreement associated with work done will be continued by the new contractor, except for the pending dispute resolution as described in the previous sentence. If the service customer awards the services now provided by the Company to another transportation provided, the Company will notify ATU of the time, address and representation of such other transportation provider, if known.

Section 5.2 - Rights of Customers:
Nothing in this Agreement is intended or shall be construed to change, limit, modify, restrict or in any way alter the duties or obligations owed by the Company to its services customer nor the rights and privileges of such customer under the transportation services contract referenced in Section 5.1 of this Article.

ARTICLE 6
MANAGEMENT RIGHTS

Section 6.1 - Retention of Managerial Prerogatives:

Consistent with it's obligation under the National Labor Relations Act, the Company retains the sole and exclusive right to exercise all the authority, rights and/or functions of management and expressly retains the complete and exclusive authority, right and power to manage its operations and to direct its employee except as the terms of this Agreement specifically limit said authority, right and powers. Consistent with the same obligations of the National Labor Relations Act, the Company also reserves the right to revise, withdraw, supplement, promulgate, and implement policies during the term of the agreement as it deems appropriate, provided that such actions do not conflict with the express provisions of the agreement. Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the Company, in accordance with its sole and exclusive judgment and discretion, including, but not limited to the following:

a. To reprimand, suspend, discharge, or otherwise discipline employees for cause and to determine the number of employees to be employed.

b. To hire employees, determine their qualifications and assign and direct their work; to promote, demote, and transfer, layoff, recall to work and retire employees.

c. To set the standards of productivity, the services to be rendered; to maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; and set the starting and quitting time and number of hours and shifts to be worked.

d. To close down or relocate the Company's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service; to control and regulate the use of vehicles, facilities, equipment, and other property of the Company or the Customer.

e. To introduce new and improved technology, research, service, and maintenance methods, materials, equipment; to determine the price at which the Company contracts its services; to determine the methods of financing its operations and services; and to determine the number, location and operation of departments, divisions, and all other units of the Company.

f. To issue, amend, and revise policies, rules, regulations, and practices including rules of conduct or standards of performance; to take whatever action is either necessary or advisable to determine, manage and fulfill the mission of the Company and to direct the Company's employees; to determine the existence or non-existence of facts which are basis of management decision; and to carry out the lawful directives of the customers to whom the Company contracts its services. The Company will provide written notification to ATU of any changes.

The Company's failure to exercise any right, prerogative, or function hereby reserved to it, or the Company's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the Company's right to exercise the same other way not in conflict with the express provisions of this Agreement.

Section 6.2 - Bargaining Unit Work:
It is the understanding of the parties that bargaining unit work shall normally be performed by bargaining unit personnel within the classification in which the work is normally assigned. However, bargaining unit personnel may be cross-utilized when manning requirements and operational needs dictate, as determined by management. Additionally, non-bargaining unit employees may be assigned to perform bargaining unit work during urgent demand or emergency situations as needed when no other bargaining unit employees are readily available to perform the work. A bargaining unit employee shall take over work assigned to non-bargaining unit employees during urgent demand or emergency situations as soon as they become available to take over that work. The Company shall not be required to pull an employee from another assignment in order to replace the non-bargaining unit employee. The Company will not assign a non-bargaining unit employee to perform bargaining unit work for the sole purpose of avoiding the payment of overtime.

Section 6.3 - Contractual Duties: Nothing in this Agreement shall be construed to prohibit the Company from fulfilling its contractual responsibility to the City of Hanford/Dinuba, which includes, but is not limited to the assignment, dispatching and management of trips, passengers and service to other contractors who are under contract directly to the City of Hanford/Dinuba.

Section 6.4 - Work Rules:
The Company, after conferring with ATU, may issue information which sets forth rules, regulations and policies that do not conflict with the provisions of this Agreement. At least ten (10) days prior to the implementation of any new revised rule, regulation or policy, the Company will provide ATU a copy of such revision. This section shall not be construed as a waiver of ATU's statutory rights regarding said revisions except that the union acknowledges the Company's right to establish reasonable rules as it deems necessary. Should the union raise an objection, it must do so in writing within the ten (10) days specified herein or else the union's objection is not valid.

ARTICLE 7
NON-DISCRIMINATION

Section 7.1 - Equal Opportunity:
The Company and ATU each agree that it will not unlawfully discriminate against any individual with respect to hiring, promotion, discharge, compensation and other terms, conditions and privileges of employment nor will it limit, separate or classify employees so as to unlawfully deprive any individual of employment opportunities because of such individuals race, color, religion, sex, national origin, age or disability. The parties agree that disputes under this Article shall be resolved through the grievance and/or arbitration procedures.

Section 7.2 - Affirmative Action and Job Accommodation:
Nothing in this Agreement is intended nor shall be construed to prohibit or discourage compliance by any part with Federal, State or local laws pertaining to discrimination, affirmative action, or job accommodation nor to prohibit the Company from complying with the lawful

mandates or directions of its customers with respect to discrimination, affirmative action or job accommodation. The Company may take any action required or proper under such laws, mandates, or directions, with or without notice to ATU, and neither such action nor its effect may be deemed a violation of this Agreement.

Section 7.3 - Concerted Activities:
The Company and ATU each agree that it will not discriminate against any employee or applicant because of such individual's lawful activity for or support of ATU or because of the individual's other lawful concerted activity for the purpose of collective bargaining or other mutual aid and protection or because of the individual's decision to refrain from such activity.

Section 7.4 - Gender Terms
Throughout this Agreement, the use of the gender pronouns and terms shall be construed to include both male and female.

ARTICLE 8
NO STRIKES OR LOCKOUTS

Section 8.1 - No Strikes or Lockouts
During the term of this Agreement, or any extension thereof, (a) neither ATU nor its members will directly or indirectly cause, encourage, sanction, or participate in any strike, work stoppage, slowdown, or boycott against the Employer, and (b) there will be no lockouts by the Employer.

Section 8.2 - Discipline for Violations of Section 8.1:
The failure or refusal on the part of any employee to comply with the provisions of Section 8.1 of this Article shall be cause for immediate discipline, including discharge. The failure or refusal by an ATU officer, agent representative or steward to comply with the provisions of Section 8.1 of this Agreement constitutes leading and instigating a violation of said Section 8.1. It is specially agreed that the ATU officers, agents, representatives and stewards, by accepting such positions, have assumed the responsibly of affirmatively preventing violations of Section 8.1 of this Agreement by reporting to work and performing work as scheduled and/or required by the Company.

ARTICLE 9
DRUG AND ALCOHOL TESTING

The parties agree to adopt the MV Transportation substance abuse policy where that policy mirrors DOT/FTA guidelines. In addition, the parties agree to adopt the Company's "Zero Tolerance" policy, and the Company's Non-DOT Post Accident Testing policy. The Company shall notify the union in writing when bargaining unit employees are required to submit to Non-DOT Post Accident Testing.

ARTICLE 10
GRIEVANCE PROCEEDURE

Section 10.1 - Grievance Procedure:
A grievance is a claim that a specific provision of this agreement has been violated. All parties will make a sincere endeavor before a written grievance is filed to resolve differences between ATU or Employee and the Company in an informal meeting. If any disagreement between the parties arises over the application or interpretation of this agreement, the employees, the Union and the Company agree that the procedure outlined below shall be the exclusive remedy for such disputes.

Step 1 (Union Grievance) The aggrieved employee party or his/her Union Representative shall file a written statement of the grievance with the General Manager within twenty (20) working days of the conclusion of the informal meeting. Such statement shall be in sufficient detail to identify the nature of the grievance, the name of the aggrieved employee, the specific section of the agreement allegedly violated and the date and place where the grievance occurred. The aggrieved employee or his/her Union Representative must sign this statement. Within ten (10) working days after the written statement has been filed, the aggrieved employee and/or his/her Union Representative shall be accorded a hearing with the General Manager or designee. The General Manager or designee conducting the hearing shall render a written decision within ten (10) working days from the conclusion of the hearing. A copy of the decision will be given to the aggrieved employee/ATU, signed and dated by said employee. A copy shall be given to ATU Representative, mailed and/or faxed to the ATU office.

Step 2 (Union Grievance) If the matter is not resolved at Step I, the Union representative shall within ten (10) working days of receipt of the Company's response, from Step 1, request a hearing with the Company's Labor Relations Director in writing. The hearing shall be held at the project site within twenty (20) working days of said request. The Company's Labor Relations Director or designee conducting the hearing shall render a decision within ten (10) working days from the conclusion of the hearing. A copy of the decision will be given to the aggrieved employee, signed and dated by said employee, a copy given to Union Representative, mailed and faxed to the Union office.

Step 3 (Union Grievance) If the matter is not resolved at Step 2 the Union may request Arbitration within forty (40) calendar days from receipt of the Company's Labor Relations Director's written decision.

Section 10.2 (a) Record Documents:
The Union and the Employee will be allowed to review and if requested given copies of all relevant papers and documents pertaining to charges against the Employee. Nothing in this section shall constitute a waiver of the union's right to certain information related to the representation of its members as stated in the National labor Relations Act.

Section 10.2(b) Witnesses:
At any grievance hearing regarding suspensions or termination the Employee and the Union

Representative will have the opportunity to question all witnesses that are employed by the Company and others that may be relevant to the discipline, that are willing to attend the hearing.

Section 10.3 - Arbitration:
If the matter is referred to arbitration, the following procedures shall apply:

a. A list of seven (7) arbitrators shall be requested from the Federal Mediation and Conciliation Service. If a panelist obtained from the Federal Mediation and Conciliation Service, selection shall be made within fifteen (15) working days of receipt of said list. The Parties shall flip a coin to determine who will strike first and will then alternately strike names from the list until one (1) person is left who will become the arbitrator. If the arbitrator so selected is not available within ninety (90) calendar days, a second arbitrator shall be selected using the same method of selection, unless the Company and Union mutually agree to waive the ninety (90) day requirement.

b. The arbitrator will not have the authority to amend, alter or change any provision in the agreement. The arbitrator shall not hear or decide more than one (1) grievance without the mutual consent of the Company and the Union. The written award of the arbitrator on the merits of any grievance adjudicated within his jurisdiction and authority shall be final and binding on the aggrieved employee, ATU and the Company.

c. The arbitration expenses (i.e. Arbitrator, Hearing Room, and transcripts) shall be shared equally between both parties

d. All decisions and awards of the arbitrator will be considered final and binding.

Section 10.4 - Time Limits:
Failure of either party to comply with the time limits, as set forth above will serve to declare the grievance settled in favor of the other party and no further grievance action can be taken.

Section 10.5 - Extension of Times:
Time limits in this article may be extended by mutual agreement in writing. Email, facsimile, US Mail, or hand delivery shall be acceptable forms of service.

ARTICLE 11
HOURS OF WORK

Section 11.1 - Purpose of Article:
The sole purpose of this Article is to provide a basis for the computation of straight time, overtime, and other premium wages. Laws of State and Federal government or terms agreed to shall govern the payment of wages.

Section 11.2 - Workweek:
The workweek shall consist of seven (7) days beginning at 12:01 a.m. on Saturday and ending at mid-night the following Friday.

Section 11.3 Overtime/Extra Work:
The Company shall determine when overtime will be worked. Employees interested in working extra work shall sign up on the Extra Work List.

a. Weekly Extra Work : An Extra Work List shall be posted on Monday, pulled down on Thursday at 5:00 PM, and assigned by seniority for extra work the following week subject to availability. The posting will contain all work assignments known by the Company. All other work assignments that arise after the posting will be assigned according to the Daily Extra Work Assignments below. If the work assignment remains open after the posting or the list is exhausted, then the Company shall require employee(s) on the seniority list, in reverse seniority, to perform the work.

b. Daily Extra Work Assignments: Due to the nature of the Company's operations, there are several work assignments that are received by the Company after the weekly posting on Monday. Daily extra work assignments received before 12:00 PM on the previous day shall be assigned to the remaining available employees on the Overtime List. Daily work assignment received after 12:00 PM the previous calendar day shall be filled on an as needed basis.

c. Overtime Pay: Overtime will be paid for all hours worked over 40 hours in a weekly period. Overtime pay shall be paid at 1-1/2 the regular rate of pay.

If an employee signs up and fails to work or declines the assigned work, then their name will be removed from the Extra Work List the remainder of the week and the following week.

Section 11.4– Driver Meal and Rest Periods
All dispatch and utility employees will be provided with meal periods in accordance with California Industrial Welfare Commission Wage Order Number 9-2001. The Company will provide a meal period of at least thirty (30) minutes for drivers who work a shift of at least five (5) hours a day. The Company will only provide meal periods in accordance with this Section if the employee has not also been assigned to a split shift where the split is at least thirty (30) minutes.

The Company will provide off-duty meal periods to drivers that are entitled to meal periods as described in the above paragraph. A meal period shall be considered an off-duty meal period whenever the driver is relieved of all duty and allowed to take at least a thirty (30) minutes uninterrupted meal period. Off-duty meal periods shall be taken as close to the middle of the scheduled shift as practicable but the meal period be provided at least one hour prior to the end of an employee's shift.

The Company shall designate the employee's daily meal period on the bid packets, schedules and manifests distributed to the employees. For fixed route service the scheduled meal period shall remain as scheduled unless any minor adjustment due to traffic or any other circumstances beyond the control of the Company or the employee. For paratransit services, a reasonable adjustment can be made based on the need of the service or on time performance. MV shall provide a monthly report to the Union, which shall include documentation of when operators took meal periods (and how long each meal period lasted) during the preceding month.

If the Company fails to provide a meal period to an employee as described in this section, the employee or the Union must initiate a grievance under Article 10 within ten (10) days after the date of pay for the pay period in question or upon notification to the Union/employee that the pay request has been formally denied. Answers to pay request for a missed meal period shall be approved or denied within five (5) working days.

Any and all disputes regarding the application of meal periods shall be subject to the grievance procedure, with the following limitations: all unresolved meal period grievances shall be combined and heard via arbitration, pursuant to Article 10 of this agreement. If an arbitration regarding meal periods is scheduled, all other pending meal period grievances shall be combined and heard at that arbitration.

If the arbitrator finds meal period violations, the affected employee(s) shall be entitled to any applicable non-monetary equitable remedies as well as economic compensation of sixty (60) minutes of pay at the employee's regular rated of pay for each day that the meal period violation occurred.

ARTICLE 12
LEAVES OF ABSENCE

Section 12.1 - Personal Leave:
Personal leave may be granted for a minimum period of two weeks, to a maximum of 8 weeks every calendar year at the Company's discretion, upon receipt of written request from the employee stating the reason for the requested leave. The Company may, at its sole discretion, extend the time limit if the employee requests such an extension in writing stating the reason why the extension is necessary.

Request for leave of absence shall be made as far in advance as possible. Seniority shall accumulate during leave of absence; however, unless otherwise stated in this Agreement, time spent on leave of absence shall be without pay, or the employee may use any available vacation balances at the employee's discretion.

Section 12.2 - Disability Leave:
After all State and Federal leaves are exhausted, an employee may request leaves of absence because of health and/or medical condition. The leave may be granted for periods up to thirty (30) days, with thirty (30) day extensions, up to a maximum of twelve (12) months. To obtain such disability leave of absence, an employee shall present: (1) a written request for such leave; and (2) a written statement from the employee's doctor indicating the need for such leave; and doctor's recommendation as to when the employee may be able to return to work. The employee's actual return to work, however, will be contingent upon an assessment by the Company (in conjunction with the employee's medical doctor and/or the Company's medical doctor, any consulting or treating specialists, or therapists, ATU and the employee) that, after considering the nature and scope of the employee's duties, the employee is able to return to work and perform the essential functions of his job, with or without reasonable accommodation and in a manner which will not directly threaten the health, safety or welfare of the employee, passengers or the public. In the event the Company's Medical Doctor determines that the employee is not able to return to work, the reasons for such determination shall be provided by the Company's Doctor, in writing to the employee. Any employee protesting removal from service because of an order from the Company's physician may have his/her case reviewed by a physician jointly selected by the Company and ATU and that physician's decision will be final. The cost of the third opinion would be split between the employee and Company. If an employee is found fit for duty, there will in no way be any back pay awarded.

Section 12.3 - Military Leave:
The Company will comply with the provision of the Veterans Re-Employment Rights Act.

Section 12.4 - Civic Leave:
A employee who is required to report for jury duty shall be paid for lost time, or who is subpoenaed to testify at a hearing in which the employee is not a party shall be granted leaves for such service. If the employee reports for service and is excused there from, he shall immediately contact the Project Manager and stand ready to report to work, if requested.

Section 12.5 - Family Leave:
The Company shall comply with State and Federal Leave Laws.

ARTICLE 13
DISCIPLINE

Section 13.1 - Company Rights:
The Company shall have the right to change any policies, rules and regulations governing employees without renegotiation of this Agreement. Should such changes in policies, rules and regulations be required in order to comply with any governmental law or regulation or to comply with any provision of the Agreement between the Company and its customers client, the Company shall provide written notification to the Union of required changes seventy-two (72) hours before implementation. The Company shall further have the absolute right to carry out all directions of its customers notwithstanding any provision of this Agreement to the contrary. The Company will provide written notification to the ATU of any changes.

Section 13.2 - Disciplinary Procedures:

A General Manager, Operations Manager or Regional Vice-President, or his designee will perform all disciplinary processes.

For terminations and suspensions, the Manager to whom the individual is requested to report, shall meet with the employee and, if requested by the employee, the employee's union representative prior to reaching a decision to impose disciplinary action.

If the Company proceeds with the disciplinary process, the Company shall provide written notice to the employee. Such notice shall state the nature of the offence with which the employee is being charged. Upon the employees' receipt of such notice, the employee may request a review of the charges with the General Manager to be held within a five (5) day period of receipt of such notice.

The charged employee shall attend all meetings, which may result in disciplinary action. An ATU Representative may also attend the meetings, if so requested by the employee.

Nothing in this Article 13 shall prevent ATU from appealing a decision of the respective General Manager to the Labor Relations Director prior to a possible grievance being filed.

Safety Investigation Leave: Upon an initial assessment of preventability by the General Manager or his/her designee, any employee involved in a major incident will be placed on administrative leave while the incident is being investigated to determine root causes and preventability for a period not to exceed 10 calendar days. Administrative leave is unpaid unless the incident is determined to be non-preventable. However, an employee may use unused vacation time during a safety investigation leave. Employees may perform other non safety sensitive functions if authorized by the company and available and/or appropriate until final determination is made.

Section 13.3 - Progressive Discipline:

Any violation of posted and/or written company rules, policies, and/or procedures shall result in disciplinary action. With the exception of a violation of the serious infractions, as listed in Section 13.4, attendance policy as listed in Section 13.5 ~~and 13.6~~, the Safety Policy and Discipline as listed in Section 13.6, ~~or~~ the Company's Drive-Cam policy, or other stand-alone policy containing its own progressive discipline, each infraction of any rule, policy or procedure may result in the following disciplinary action taken by the company against the employee who violates any rule, policy or procedure.

- First Violation: Verbal warning with counseling by Project Manager.
- Second Violation: Written warning notice.
- Third Violation: Suspension up to, but not exceeding, one (1) day. Lesser discipline may be imposed at the sole discretion of the Company.
- Fourth Violation: Dismissal from employment with Company may be lesser discipline at the sole discretion of the Company.

Violations of the progressive discipline track above shall be removed for the purposes of discipline twelve (12) months after the date of the occurrence.

Section 13.4 - Serious Infraction:

The following violations of Company policies and rules are considered serious infractions and may be just cause for the immediate discharge of an employee, although the Company may impose, at its sole discretion, a lesser penalty:

1. Falsifying company records or making false statements on application for employment or other Company forms.

2. Reporting for work while under the influence of alcohol or drugs.

3. Use or possession of any alcoholic beverage or drugs on Company premises or vehicles.

4. Refusal to take an alcohol or drug test when requested by the Company.

5. Theft of Company property or customer property or property of another employee.

6. Physical violence, or fighting, on Company premises or vehicles.

7. Possession of firearms, weapons, explosives, and similar devices on Company premises or vehicles.

8. Unwanted touching, physical contact, or indecent/sexual conduct, resulting in a conviction, or a substantiated written complaint with Company employees, passengers or members of the public. This includes sexual or other forms of harassment directed at the passengers, fellow employees, the client or any third party.

9. Insubordination, including refusal or failure to perform assigned work.

10. Threatening, intimidating, coercing, or abusing fellow employees or passengers.

11. Altering the time record of another employee, having someone else alter another employee's time record, or alteration of a time card.

12. Gross negligence, deliberate destruction, defacing, damage, or loss of any Company property or property of another employee.

13. Operating a Company vehicle without a valid driver's license and all other certificates required by Federal, State or Local law or regulation to operate the vehicle, provided that in the event of temporary loss of the required license or

certification, the employee shall be first entitled to thirty (30) days or less unpaid leave of absence to correct said loss of a valid driver's license or other certificates required to operate the vehicles. An additional fifteen (15) days of unpaid leave will be granted if requested by the employee in writing. Failure to have the license or certificates after the thirty (30) or forty-five (45) day leave, whichever is applicable, shall be cause for termination.

14. Negligence resulting in a serious accident, incident or failure to follow established safety guidelines related to passenger safety.

15. Any time the terms of this agreement that specify discharge have been met

16. Operating a company or customer vehicle that rear-ends another motor vehicle, whether moving or not. The immediate discharge shall not apply if such rear-end accident was caused by another party striking the employee's vehicle, provided the employee did not violate any traffic law as documented by the police or other accident report taken at the scene of the accident. If there is less than $700.00 total damage and no injuries, then the accident will be treated as an Unsafe Act under Article 13.9 Safety Policy and Discipline.

17. Conviction of Local, State or Federal Laws, regulations that would disqualify anyone from employment under MV Transportation's hiring criteria. Moving violations, which are governed by the MV Safety Point System, are exempted. Employees are required to report said conviction within twenty four (24) hours.

18. Deliberately damaging or abusing property

19. Carelessness or horseplay resulting in property damage in excess of $5,000 or personal injury

20. Violation of confidentiality and proprietary information policy

21. Sexual or any other forms of harassment prohibited by Company policies

22. Violations of the MV Safety Policy, Attendance Policy or Substance Abuse and Policy Violations of the following regarding Company vehicles and/or equipment:

- Operating without a valid license appropriate for that vehicle, equipment or service.
- Driving on a suspended license
- Driving a commercial vehicle without a valid medical card
- Transporting school children without proper school bus certification as required by applicable law
- Un-insurability as a vehicle operator, where applicable.
- Negligent use of a Company owned or provided vehicle or equipment
- Unauthorized use of a Company owned or provided vehicle or equipment including transporting unauthorized passengers
- Use of a personal cell phone while operating a Company vehicle

23. Inappropriate, unprofessional or disorderly verbal or physical conduct directed towards coworkers, passengers, clients or any third party while acting as a representative of the Company

24. Entering a passenger's home while in service or in Company uniform without a legitimate business purpose

25. Use of Company property or Company garages for personal vehicle repair unless authorized by the Regional Vice President.

26. Failing to pass initial, ongoing or changed qualification standards when those changes standards are modified by bargaining or changes required by the client or mandated by local, State, Federal laws or a regulatory agency.

27. Dishonesty, theft, or improper handling of company assets or cash

Section 13.5 - Attendance Policy:

The Company has an established Attendance Policy as set forth in the Employee Handbook. Any changes to such policy shall follow the procedures set forth in Section 6.4.

Section 13.6 -- Safety Policy and Discipline:

Because our clients rely upon MV Transportation for qualified, well trained and safe drivers, a good safety record on the part of our drivers is essential for us to serve our clients in the safe professional manner that they expect. It is the policy of MV Transportation that safety and accident prevention shall be considered of primary importance in all phases of operations and administration. The Employee Handbook describes the Safety Point System and the other rules and procedures regarding safety. The Safety and Incident Policies as detailed in the MV Employee Handbook, including the Safety Point System, are the agreed upon safety policies for this Agreement.

Section 13.7 - Job Abandonment:

An employee who is a No Call/No Show fails to report or call in for three (3) consecutive scheduled working days will be considered as abandoned and voluntarily quits his/her job and will be discharged unless the employee can show a justifiable excuse to his/her employer.

ARTICLE 14
SHIFT BIDDING

Section 14.1 -Initial Bid:

a. The Company shall develop the number of full-time and part-time shifts. The number of full time shifts shall not be less than the number of full-time shifts in place as of the date

of ratification, unless there are circumstances beyond the control of the Company that would require a reduction of service. The Company shall then allow each employee, in seniority order, to select the full time/part-time shifts. Employees not bidding on a Full-time shift also will be considered part-time employees. The intent is to protect the security of full time positions for those who have already established full time status. If and when part time work is established or necessary, it will be placed up for bid as provided in Article 14, section 14.2.

a. The company shall post notification of the bid in the facility ten (10) working days prior to the date of the bid. In addition, the Company shall notify all employees who are not scheduled to work ten (10) day prior the commencement of the bid. The posting will identify the runs available, the start and ending times, work to be performed and the days off. Those employees who cannot attend the bid may designate their choice of shift by proxy. The proxy must be submitted to the Project Manager no later than 5:00 p.m. on the day prior to the scheduled bid. The proxy shall indicate choices in order of preference which shall equal the employee's standing on the seniority bid list. Those employees who fail to bid and who fail to submit a proxy shall be assigned at the discretion of the Company following the completion of the bid process by all other employees scheduled to bid.

Section 14.2 - Permanent Vacancies in Shifts:

Vacancies in Full-Time/Part-Time Shifts: When a shift becomes permanently available between regular bid periods, the Company will, within three (3) weekdays, post the vacancy for four (4) days. The most senior regular employee, who has less seniority than the employee who held the vacated shift, and who bids for the vacancy, shall be awarded that shift.

When the Company creates an additional shift between bid periods: the above procedures apply except that the new position will be posted for ten (10) calendar days and the bid is available to all regular employees.

In both instances the award will be implemented at the start of the next pay period but not less than seven (7) calendar days.

Section 14.3 - Periodic Shift Bidding:

On the effective date of this Agreement, an initial shift bid will be held as described in Section 14.1, and thereafter the Company shall, at least every four (4) months or when an aggregate of five (5) or more employees have completed training and join the workforce, re-bid the regular full-time/part-time shifts within fourteen (14) days. The Company shall determine the exact date of each re-bid date. The Company shall post the bids for the shifts and provide a copy to ATU at least five (5) week days prior to the starting of the bid and each full-time/part-time regular employee shall bid in seniority order. Those employees who cannot attend the bid may designate their choices of shift by proxy. The proxy, which must be at the Project Manager no later than 5:00 p.m. on the day prior to the scheduled bid, shall indicate choices in order of performance which shall equal the employee's standing on the seniority bid list. Those employees who do not bid and fail to submit a proxy shall be assigned at the discretion of the Company following the completion of the bid.

Section 14.4 - Changes in Shifts:
The Company shall have the right to adjust shifts up to one (1) hour a day and for standy drivers one and one-half (1 ½) hours a day without re-bidding and without reducing the total bid time of the shift. The intent of this Section 14.4 is to accommodate passengers and their needs.

Section 14.5 - Temporary Vacancy:

a. A temporary vacancy is defined as any full-time shift that becomes vacant for at least five (5) or more working days.

b. Temporary vacancies will be bid to all part-time employees within three (3) days from the time it was determined to be a temporary vacancy was defined in "a." above. Any shift that becomes vacant after the temporary vacancy bid may be filled by a part-time employee up to a maximum of three weeks. After three weeks, the Company shall fill the temporary vacancy by scheduling a Mark Down and allowing only those operators with a lower seniority than the operator who's shift is to be filled, to bid (according to their seniority) on the open shift, or any open shift that becomes available as a result of this Mark Down process.

c. A temporary vacancy will be filled daily until bid as a temporary vacancy.

d. A temporary vacancy will be filled by the driver who bids for it until the end of the vacancy, making the driver ineligible for bidding on any other temporary vacancies which may occur during his current assignment.

e. A temporary vacancy obligates the driver to work the entire shift originally bid, including the same scheduled days off.

f Will only -last until the original driver returns either as scheduled or as soon as medical leave ends. When a temporary vacancy ends, the driver who filled the temporary vacancy returns to part-time status and becomes eligible to bid on any new vacancies.

Article 14.6 - Vacancies In Full-Time Shifts:
In the event a regular full-time employee elects to vacate his full-time position or the position becomes available through the termination of seniority, or in the event an additional full-time shift is created by the Company, the Company shall do one of the following:

If there is less than six (6) weeks left before the next scheduled re-bidding of all shifts, the vacancy shall be treated as a temporary vacancy.

If there is six (6) weeks or more left before the next scheduled re-bidding of all shifts, the Company shall fill the vacancy by scheduling a "Mark Down." A "Mark Down" shall be defined as a process in which the General Manager makes a correction or modification of a past sign up by allowing only those operators with a lower seniority than the operator whose shift is to filled, to bid according to their seniority on the open shift, or any open shift that becomes available as a result of this "Mark Down" process.

ARTICLE 15
GENERAL CONDITIONS

Section 15.1 Payday:
All Employees shall be paid every other Friday and funds will be deposited into a money network account, or into the bank account of the employee's choosing, and will cover all monies due through the Friday of the prior pay period. The money network account, once implemented, will provide paper checks as required by law.

Employee timesheets are available for review for accuracy on the Friday prior to payday. Any errors should be brought to the Company's attention to get corrected before payroll is distributed. All efforts should be made to submit corrections prior to the next payday. The Company shall provide employees an accounting of accrued sick days, floating holidays and vacation on a monthly basis if requested by the employee.

In the event an employee receives pay in an amount less than what they believe to be the proper amount, they must bring it to the company's attention immediately.

The following shall occur:

1) If the error is an employee error then the adjustment will be on the next scheduled payroll run.

2) If the error is caused by the company and the error is twenty-five ($25) dollars or more, the company will produce an adjustment check as soon as possible but no longer than within 72 hours, if requested by the employee. If less than twenty-five ($25) dollars the adjustment check will be received within five working days, if requested by the employee.

Section 15.2 - Company Meetings:
The Company may require, with five (5) days' notice, safety meetings and other informational meetings from time to time. Employees shall attend such meetings as required by the Company, unless the employees were not given five (5) days' notice. Attendance at only one safety meeting shall be mandatory each month, unless excused by the General Manager.

Section 15.3 - Citations:
No employee shall be required to violate traffic laws. Employees are required to pay for the cost of citations received.

Section 15.4 - Physicals and Drug Screens:

See Section 20.1

Section 15.5 - Extra Contract Agreements:
The Company will not enter into any agreement or contract with the employees, individually or collectively, which in any way conflicts with the terms and conditions of this Agreement. Any such agreement shall be null and void.

ARTICLE 16- WAGES

Section 16.1 - Wage Rates

Drivers

Effective the date of ratification, the training rate will be minimum wage. The starting rate will increase to $11.00. All employees below $11.00 will increase to $11.00. Drivers above four years of service will receive a 3.5% wage increase to their current wage rate.

Effective July 1, 2017, all drivers will receive a 3.0% increase to their current wage rate. The starting rate will remain at $11.00.

Effective July 1, 2018, all drivers correspond to one of the wage rates set forth below based on years of service.

To the extent the minimum wage is higher than any of the wage rates, the minimum wage will replace that corresponding wage rate.

DRIVER WAGES

	7/1/2018
Training	**$11.00**
Starting	**$11.50**
After 1 Year	**$12.50**
After 2 Years	**$13.00**
After 3 Years	**$13.50**
After 4 Years	**$14.00**
After 5 Years	**$14.50**
After 6 Years	**$15.00**
After 7 Years	**$15.50**
8+	**$16.50**

Dispatchers

Effective the date of ratification, dispatchers with over four (4) years of service receive a 3.50% wage increase. Any dispatcher below $11.00 will increase to $11.00.

Effective July 1, 2017, dispatchers will receive a 3.00% wage increase. The starting rate will remain at $11.00.

Effective July 1, 2018, the dispatchers shall correspond to the wage rates set below based on years of service. Any employees above the existing wage rate scale will receive a 5% wage increase.

DISPATCHER WAGES

	7/1/2018
Training	**$12.00**
Starting	**$12.50**
After 1 Year	**$13.50**
After 2 Years	**$14.00**
After 3 Years	**$14.50**
After 4 Years	**$15.00**
After 5 Years	**$15.50**
After 6 Years	**$16.00**
After 7 Years	**$16.50**
8+	**$17.50**

ARTICLE 17
PAID HOLIDAYS

Section 17.1 - Holidays:
All full-time, No probationary employees who have completed one year of service shall receive eight (8) hours pay for the following holidays:

1. New Year's Day
2. Memorial Day
3. Independence Day
4. Labor Day
5. Thanksgiving Day
6. Christmas Day

Section 17.2 - Holiday Pay:
Holiday pay shall be calculated at the employee's regular rate of pay and will be based upon the employee's regularly scheduled shift. If the holiday falls on the employee's normally scheduled day off, the employee will be paid eight (8) hours at the regular rate of pay. If an employee works on a paid holiday, the employee will be paid his/her regular scheduled pay plus eight (8) hours at the regular rate of pay for the holiday pay. Holiday pay shall not be counted as hours worked for the purpose of computing overtime.

Section 17.3 - Eligibility:
In order to be eligible for holiday pay the employee must work his/her, scheduled day before and scheduled day after the holiday, and must also work on the holiday, if so scheduled.

Section 17.4 - Pay on Holiday Worked:
Pay for time worked on a holiday shall be at straight time hourly rate of pay for all hours worked.

ARTICLE 18
VACATIONS

Section 18.1 - Eligibility:
All full-time employees shall receive, after one (1) year continuous full-time employment, a paid vacation as further detailed in this Article.

Section 18.2 - Vacation Pay:
Hire – 6 months: O Hours/Pay Period
At 6 months: 1.54 Hours/Pay Period
3 Year anniversary: 3.08 Hours/Pay Period

Employees shall accrue hours per pay period for every pay period they work a minimum of 70 hours. Hours included to reach the 70 hours include regular work hours, paid vacation time, paid holiday time.

Section 18.3 - Pro-ration:
All employees with vacation accruals who are laid off or terminated shall have their vacation balance paid at the regular rate of pay for all hours accumulated at the time of layoff and/or termination.

Section 18.4 - Vacation Pay:
Vacation may not be taken prior to the anniversary date on which it is earned. Vacation pay shall be issued on the normal pay period and not taken in advance.

Section 18.6-Vacation Accrual:
Employees stop accruing vacation after a total of 120 hours until the balance drops below 120 hours.

All employees shall receive an accounting of all vacation hours in writing on a monthly basis.

ARTICLE 19
Health/Dental/Vision INSURANCE

Section 19.1 - Provision:
The company agrees to maintain its' contribution to the existing health care coverage plan for all eligible employees.

The current Company contribution is a minimum and it reserves the right to increase its current contribution in order to maintain the Company contribution at or above the rate required to maintain compliance with the Affordable Care Act.

Effective July 1, 2018, the Company will contribute 95% of the total contribution rate for employee-only coverage for the Company's Core Low Cost Aetna Plan. The Company will maintain its existing contribution rates for all other plans and levels of coverage.

Section 19.2 - Eligibility:
Eligibility for the plan will be determined under the provisions of the Affordable Care Act, which is approximately 30 hours worked per week in the previous calendar year. Eligible employees and their families shall begin participation in a benefit plan on the first day of the month following sixty (60) calendar days of employment with the Company.

Section 19.3 – Affordable Care Health Insurance Plans:
Eligibility for the plan will be determined under the provisions of the Affordable Care Act, which is approximately 30 hours worked per week in the previous calendar year. All employees will be eligible to participate in the company's Affordable Care Health & Welfare Plans (Medical, Prescription Drug, Dental & Vision) first day of the month following sixty (60) calendar days of employment. These plans will be priced according to the "affordability" definition under the Affordable Care Act. All employee contributions must be made via payroll deductions, except in the case of Leave of Absence, when other arrangements may be made. The employee's coverage shall end as of the last day of the month in which he terminates from the company.

ARTICLE 20
OTHER BENEFITS

Section 20.1 - Physicals/Drug Screens:
The Company will pay the cost of required physicals at Company-approved facilities/doctors.

Section 20.2 - 401(k) Plan:

Employees may contribute to a pre-tax retirement savings plan the first day of the month following thirty (30) calendar days of Company employment at their cost subject to the Plan Provisions.

Section 20.3 - Sick Pay:
The Company shall provide sick leave benefits in accordance with the California Sick Leave Act.

Section 20.4- Incentive Programs:
The Company may institute incentive bonus programs for safety or other such purposes. The Company reserves the right to amend, modify, or rescind such programs at any time.

ARTICLE 21
UNION SECURITY

Section 21.1 - Union Shop:
It shall be a condition of employment that the employees of the Company covered by this Agreement who are members of the ATU in good standing on the effective date of this Agreement, shall remain members in good standing and those who are not members of a union the effective date of this Agreement shall, on the thirtieth (30th)day following the effective date of this Agreement become and remain members in good standing in ATU. It shall also be a condition of employment that all employees covered by this Agreement hired on or after its effective date shall, immediately upon the completion of the probationary period, become and remain members in good standing in ATU.

Section 21.2 - Notification:
The Company will notify ATU, in writing, of all new employees hired at least seven (7) calendar days after the employee starts to work and shall notify ATU immediately in writing when any employee completes the probationary period as established herein. No less than monthly, the Company will furnish the Secretary-Treasurer of ATU with a list of all bargaining unit employees, along with the seniority date of hire, mailing address and telephone number as is currently in the employee's employment record. The Company will notify ATU immediately in writing, of all employees leaving its employment. ATU agrees to furnish the Company with an up-to-date list of all its officers and stewards, and to immediately notify the Company of any and all changes thereto. The Company agrees to furnish ATU an up-to-date list of it's local representatives and to immediately notify ATU of any and all changes thereto.

Section 21.3 - New Hires:
When new or additional employees are needed, the Company shall choose applicants on the basis of their respective qualifications for the job, and no applicants will be preferred or discriminated against because of membership or non-membership in any union. An ATU officer will be allowed to use up to thirty (30) minutes of paid time to speak with each new employee during their initial training or within 30 days of the beginning of revenue service to provide a union orientation at a time mutually agreeable to the parties. Company management may or may

not attend the orientation at their discretion.

Section 21.4 - Enforcement:
In the event an employee due to his own negligence, fails to apply for or maintain his membership in ATU, ATU must give the Company notice of this fact and within five (5) days after receipt of such notice, remove said employee from service and shall continue to withhold said employee from service until notified by ATU that the employee is a member in good standing with ATU.

Section 21.5 - Representation:
It is mutually agreed that all matters covered by this Agreement shall be transacted between the properly accredited officers, agents, or representatives of the Company and the duly elected or appointed officers of the ATU.

ARTICLE 22
DUES CHECKOFF

Section 22.1 - Checkoff:
Upon receipt by the Company of a Checkoff authorization in the form set forth in Section 23.4 of this Article, dated and executed by an employee, the Company shall deduct, from the wages owed such employee for the first payroll period ending in each calendar month following receipt of such Checkoff authorization (until such Checkoff authorization is revoked by the employee in accordance with the terms thereof), ATU's membership dues deduct from an employee's wages only that amount of money which the Secretary-Treasurer of ATU has entitled to the Company, in writing, is the amount of dues properly established by ATU in accordance with applicable law and ATU's constitution and bylaws, and required of all employees as condition of acquiring or retaining membership in ATU. The Company shall each month on or before the thirtieth (30th) day of the month, provide ATU a written statement containing the names of the employees from whose pay, and in what amount, such deductions have been made and shall simultaneously therewith rebate the total amount of such monthly deductions to ATU.

Section 22.2 - Dues in Excess of Net Wages:
If on any payroll period in which the Company is obligated to make such deductions pursuant to Section 21.1 of this Article, the wages owed an employee after deductions mandated by any governmental body or to reimburse the Company for advances against wages no less than the amount of money which the employee has authorized the Company to collect pursuant to Section 21.1 of this Article, the Company shall make no deductions on the wages owed the employee for that payroll period and shall make no deductions, which would have been made from wages owed the employee from that payroll period, from wages owed the employee for any future payroll period.

Section 22.3 - Checkoff Authorization Form:
The Company shall not deduct any money from an employee's wages pursuant to Section 23.1

of this Article, unless the Checkoff authorization executed by the employee conforms exactly to the form set forth below.

CHECKOFF AUTHORIZATION

a. Authority to Deduct: I hereby authorize MV Transportation, Inc. to deduct from wages owed to me for the first payroll period ending in each calendar month, and to forward to Amalgamated Transit Union Local 1027, the monthly membership dues uniformly required of all employees as a condition of acquiring or retaining membership in said Local 1027.

b. Revocability of Authorization: This Checkoff Authorization shall be irrevocable for a period of one-year following my execution thereof, or until the expiration of any applicable collective bargaining agreement whichever occurs sooner. Thereafter, it shall be automatically renewed for successively one (1) year periods unless written notice of revocation of this Checkoff Authorization executed by me, is delivered to MV Transportation Inc.: (1) during the period commencing thirty (30) days prior to and ending five (5) days prior to (a) the annual anniversary of my execution hereof, or (b) the expiration date of any collective bargaining agreement obligating MV Transit Services, Inc. to honor the Checkoff Authorization, or (2) during any period when there is not a collective bargaining agreement in effect obligating MV Transportation, Inc. to honor the Checkoff Authorization. I voluntarily executed this Checkoff Authorization on ,20

Section 22.4 - Indemnification of Company:
The union shall defend, indemnify, and save the Company harmless against any and all claims, demands, suits, grievances, or other liability that arise out of or by reasons of activity taken by the Company pursuant to Article 22.

ARTICLE 23
TERM OF AGREEMENT

Section 23.1 - Effective Date:
This Agreement shall be in full force and effect from ratification through midnight June 30, 2019.

As of the date of ratification, all established past practices shall cease with the ratification of this agreement and revert to agreed upon contract language, or in accordance with existing MV Transportation policy.

Section 23.2 - Renewal:
It is the intent of the parties that a successor Agreement to this one shall be completed prior to the expiration date provided in Section 23.1. The Company and the Union therefore agree to commence negotiations on a successor Agreement sufficiently in advance of the expiration date provided in Section 23.1 to allow for a settlement to be reached.

IN WITNESS THERE OF, the duly chosen representatives of the parties hereby affirm that they have authority to enter into this Agreement on behalf of themselves and their principals and hereto affix their hands.

FOR THE COMPANY

MV TRANSPORTATION, INC.

DATE: 12/2/2016

Patrick Domholdt

Director of Labor Relations

FOR THE UNION

ATU Local 1027

DATE: 12-2-16

Rick Steitz

President

AGREEMENT

BETWEEN

MV TRANSPORTATION

VISALIA, CALIFORNIA
(Mechanics and Parts Clerk)

AND

TEAMSTERS LOCAL 517

AFFILIATED WITH
THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

December 1, 2017 – NOVEMBER 30, 2023

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AGREEMENT

This Agreement is entered into and is effective this December 1, 2017 between MV Transportation (Mechanic/Shop Clerk), hereinafter referred to as the "Employer", its' successors and assigns, and TEAMSTERS LOCAL 517, hereinafter referred to as the "Union".

ARTICLE 1 - INTENT AND PURPOSE

Section 1.1 – Labor Relations. The parties hereto enter into this collective bargaining Agreement for the purpose of promoting and maintaining harmonious and peaceful labor conditions and establishing methods for a fair and peaceful adjustment of disputes that may arise between the parties. Both parties pledge to cooperate with each other in good faith in the enforcement of the terms of this Agreement and the Local Supplements attached hereto. It is the intent of both parties to provide uninterrupted service to the clients we presently serve, or may serve in the future, and to provide a secure and productive work environment to the employees of the Employer.

Section 1.2 – Quality of Service. The parties, recognizing the competitive nature of the Employer's business, hereby pledge mutual cooperation in providing high quality service to the Employer's clients in an economical fashion, consistent with the terms set forth herein.

ARTICLE 2 – TERM OF AGREEMENT

This Agreement is entered into by and between MV Transportation, Inc. (hereinafter referred to as "Company") and Teamsters Local Union Number 517 (hereinafter referred to as "Union"). This agreement shall remain in full force and effect from December 1, 2017, and shall remain in full force and effective until midnight of November 30, 2023, and from year to year thereafter, unless either party notifies the other by giving written notice sixty (60) days in advance of the expiration date, of a desire to modify, amend or terminate this Agreement.

ARTICLE 3 – RECOGNITION

Section 3.1 – Bargaining Representative. The Company recognizes the Union as the exclusive bargaining agent for all employees in the bargaining unit as defined by the certification of the National Labor Relations Board, NLRB dated February 12, 2008, in case 32-RC-5549, who are employed at the Company's 525 N. Cain Street location. Additionally, the Company recognizes the Union as the exclusive bargaining agent for all employees in the bargaining unit as defined by the certification of the National Labor Relations Board, NLRB dated September 17, 2017 in case 32-RC-204652.

Section 3.2 – Covered Employees.

Included: All full-time and regular part-time maintenance employees and shop clerks.

Excluding: All drivers, office clerical employees, all other employees, guards, and supervisors as defined by the act.

ARTICLE 4 – PARTICIPATION

Section 4.1 – Purpose. It is the purpose of this article to provide that all employees covered by this Agreement share equally the Union's costs incurred to negotiate, administer and enforce the terms of this Agreement.

Section 4.2 – Membership. An employee assigned to a covered classification who is employed by the Company on the date of contract ratification, as a condition of employment, will become and remain a member in good standing of the Union, not later than the 31st day following the employee's completion of training or the contract ratification date, whichever is later.

Section 4.3 – Check-off. The Company will give a Union membership application to each mechanic/shop clerk during initial training, and will forward complete applications to the Union. Membership as used herein shall mean only an obligation of an employee to pay periodic dues and initiation fees uniformly required, or in the event that the employee objects to full dues and initiation fees, only to the obligation to pay periodic dues and initiation fees, as required by current law.

Section 4.4 – Dues Deduction. It is further agreed that the Company shall deduct the initiation fees and dues from the pay of each employee, and shall forward all such fees and dues so deducted to the office of the Union each month. Such initiation fees and dues shall be deducted upon the basis of a dues deduction from voluntarily executed by the employee.

Section 4.5 – Employee Obligation. Where an employee who is on Check-off is not on the payroll during the week in which the deduction is to be made, or has no earnings, or insufficient earnings during the week, or is on leave of absence, the employee must make arrangements with the Union to pay such dues before the end of the month.

Section 4.6 – Termination for Non-Payment of Dues. In the event an employee, fails to apply for or maintain his/her membership in the Union, after notice of his/her obligation to do so and opportunity to correct any failure to apply of failure to maintain membership, the Union may give the Company notice of this fact and the employment of such employee may be terminated by the Company.

Section 4.7 - Indemnification. The Union shall indemnify the Company and hold it harmless against any and all claims, demands, suits, or other forms of liability of any kind which may arise out of or by reason of actions taken by the Company for the purpose of complying with this Article.

ARTICLE 5 – MANAGEMENT RIGHTS

Section 5.1 - Company Rights. Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives and functions are retained and vested exclusively in the Company, in accordance with its sole and exclusive judgment and discretion, including, but not limited to these rights:

(a) To reprimand, suspend, discharge, or otherwise discipline employees for just cause and to determine the number of employees to be employed.

(b) To hire employees, determine their qualifications and assign and direct their work; to promote, demote, transfer, lay off, and recall to work.

(c) To set the standards of productivity, the services to be rendered, to maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted, and to set the starting and quitting time and the number of hours and shifts to be worked.

(d) To close down, or relocate the Company's operations or any part thereof; to expand, reduce, alter, sub-contract, combine, transfer, assign, or cease any job, department, operation, or service, to control and regulate the use of vehicles, facilities, equipment, and other property of the Company or the client.

(e) To determine the price at which the Company contracts its services, to determine the methods of financing its operation and services, and to determine the number, location and operation of departments, divisions, and all other units of the Company.

(f) To introduce new or improved technology, machines, tools, equipment, property, research, service, maintenance methods, and materials used to increase efficiency, to hire, promote, assign, transfer, demote, discipline and discharge for just cause.

(g) To issue, amend and revise policies, rules, regulations, and practices including standards of performance; to take whatever action is either necessary or advisable to determine, manage and fulfill the mission of the Company and to direct the Company's employees; to determine the existence or nonexistence of facts which are the basis of management decision, and to carry out the lawful directives of the customers to whom the Company contracts its services.

Section 5.2 - Technology Rights. The Company may employ new technology, including video systems, GPS, mobile data terminals/computers and other present or future technologies for the transit industry, in order to help ensure the safety of the driver and passengers, and compliance with all federal, state and local driving rules and regulations by both the driver and the motoring or pedestrian public. The Company and the Union agree that any recording resulting from said technology may be used as evidence in the investigation of any incident involving the Company facility, another employee, or an employee while operating a Company vehicle. In the event any data or recording is used as evidence for purposes of disciplinary action, the Union shall be afforded an opportunity to view the evidence as soon as practicable after the action is taken. Any use of Technology for disciplinary purposes, as described in this Section, shall be in accordance with the terms of this Agreement and is subject to the grievance procedure contained herein. The Company shall meet with the Union before implementation of new technology on an advise and confer basis, in order to explain and clarify the use and effects of said technology. The Union maintains all rights to the grievance procedure contained in this Agreement in the case of disagreement concerning any implementation of new technology as stated in this Section.

Section 5.3 – Client Contract. The Company and the Union acknowledge that the Company has entered into a contract(s) to provide transportation services with the Visalia City Coach, City of Tulare, and County of Tulare clients , hereto known as the "Client." The contract between the Company and the Visalia City Coach, City of Tulare, and County of Tulare clients contains specific performance requirements. Nothing contained in this Agreement will be construed to prohibit Company from fulfilling all of its contractual obligations to the Client. The Company will have the sole right to change any policies, rules and regulations governing employees with out renegotiation of this Agreement should such changes in policies, rules and regulations be required in order to comply with any governmental law or regulation or to comply with any provision of the agreement between the Company and the Client. The Company will discuss and obtain input from the Union on any other new policies, rules and regulations without renegotiation of this Agreement prior to implementation. However, the Company shall have the sole right to make any and all final decisions regarding the implementation of said policies, rules and regulations.

If the Company is required to remove an employee from service at the request of the Client, per provision(s) contained in the agreement between the Client and the Company, the Company agrees to discuss the matter with the Client to attempt to resolve the problem. If the Client maintains its position on the removal of the employee, the Company will then meet with the Union to discuss the status of the employee. Should the Client maintain its position concerning the status of the employee, such removal from service would be subject to the grievance procedure contained in this Agreement.

Section 5.4 – Non-Waiver of Rights. The Company's failure to exercise any right, prerogative, or function hereby reserved to it, or the Company's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the Company's right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

ARTICLE 6 – REPRESENTATIVES' RIGHTS

Section 6.1 – Recognition of Shop Stewards. From among the employees employed in the bargaining unit, the Union may designate and the Company will recognize not more than two (2) Shop Stewards per one hundred (100) bargaining unit employees to serve as the Union's agent in the representation of employees in the bargaining unit. The Company will not be required to recognize any employee as a Shop Steward unless the Union has informed the Company, in writing, of the employee's name.

Section 6.2 – Leaves of Absence. The Company agrees that members of the Union will be granted unpaid leaves of absence on Union business as authorized by the Union, when so requested, provided that the granting of such leave does not impact Company's ability to provide service to the Client. The Union agreed not to request that more than two such leaves of absence will be requested for any specific period of time. It is further agreed that any member of this Union who now holds office, or will be appointed or elected to any office in said Union, which requires his absence from the Company's employ, will upon his retirement from said office be placed in his former position with full seniority rights, rates of pay, vacation and retirement pay rights. Union business is further defined to mean employment directly and solely by the Union, or the International Union of which it is a division.

During periods of any such leave, the employee shall not receive or accrue any pay, fringe benefits or other compensation to which the employee would have been entitled to under this Agreement had the employee not taken such leave of absence.

Section 6.3 – Duties of Shop Stewards. Shop Stewards are authorized to represent bargaining unit members at meetings and, assist in the processing and settlement of grievances. Shop Stewards shall have the right to review any discipline, video, drive cam, etc. associated with a steward's duties upon written request and employee approval,

Section 6.4 – New Member Orientation. The Company will make available to the designated Union representative(s) an opportunity to introduce themselves, explain the responsibilities of the stewards, and provide a brief history and overview of Local 517 to newly hired employees for a maximum of 30 minutes. The new member orientation will occur during the initial training period for new employees. The actual time and place for such orientation will be mutually agreed upon by the Company and the Union.

Section 6.5 - Union Visitation. Upon giving reasonable notice to the Company, the Union will be allowed access to Company premises for the purpose of investigating or adjusting an actual grievance, or visiting the members in order to ensure the terms of this Agreement are being upheld. The Union agent will confine any conversations with employees to non-work time and his activities will not in any manner interfere with the performance of work by the employee.

The Company and Union agree to meet for a Joint Labor Management Committee (JLMC) meeting as needed to discuss issues and concerns that arise in the work place. No employee shall lose pay as a result of attending these meetings. More precisely,

employees shall be paid when meetings occur during their shift. When employees are not on duty at the time of the meeting, attendance shall be voluntary and unpaid

ARTICLE 7 – BULLETIN BOARDS

Section 7.1 – Union Business. The Company agrees to provide space for bulletin boards for employees covered by this Agreement. The Union-supplied bulletin board is for the Union's exclusive use where notices pertaining to meetings, social events and information of general interest to Union members may be posted. Nothing will be posted that disparages the Company, the Union, the client or any other person or employee. All postings must be printed on official Union letterhead and signed by an officer of the Local and will be posted 14 days prior to the date of the event. The Company shall also allow any official postings as mandated and prescribed by any government agency. This bulletin board shall be located in the Maintenance department hallway.

Section 7.2 - Indemnification. The Union indemnifies and will hold the Company harmless against any and all claims, suits, demands, charges, complaints or other causes of action for items that are posted on the bulletin boards.

ARTICLE 8 – COMPLIANCE WITH LAW

It is understood and agreed that the Union will comply with the provisions of applicable law pertaining to elections and that any provision of this Agreement, the legality of which depends upon an election, will not be effective until authorized in such election or until full compliance with the law is accomplished.

ARTICLE 9 – AFFIRMATIVE ACTION

Section 9.1 – Equal Opportunity. The Company and the Union recognize a common commitment to the equality of opportunity for all. Therefore, the Company and the Union agree that neither will discriminate against any employee with respect to hiring, compensation or terms or conditions of employment because of such individual's race, color, religion, sex, age, national origin, marital status, sexual orientation, disability or Vietnam Era veteran status, or any other status protected by law.

Section 9.2 – Gender. Whenever either the masculine or feminine gender is used in this Agreement, it is intended to include the opposite gender as well.

ARTICLE 10 – NO STRIKE, NO LOCKOUT

Section 10.1 - Disputes. It is recognized and understood that the Company and its workers are obligated to perform essential public service, and that this service must be continuously performed to the fullest extent. The grievance and arbitration re-dress procedure shall be the sole and exclusive means for settling any dispute arising under this Agreement between the workers of the Union and the Company during the term of this Agreement.

Section 10.2 - No Strikes. The Union agrees during the term of this Agreement that it will not engage in, encourage or condone any strike, slow-down, boycott, interference or interruption of production or service – especially in cases where such services include medical emergencies or delivery of patients to health care providers. The Union shall take all affirmative action to prevent or stop any such strikes, slow-downs, walkouts, or other interference with work, and all employees are required to cross picket lines and report to work. Any employee that refuses to cross any such picket line and not report to work or violates the provisions of this Article in any way, may be disciplined by the Company up to and including discharge. The Company will use all available legal means in the event of a wildcat strike or a labor disruption violating this agreement.

Section 10.3 – Work In Other Units. In the event of a labor dispute involving another MV Transportation bargaining unit located at, and performing work out of the Company's 525 N. Cain Street location, Mechanics will not be required to drive Company vehicles in revenue service.

Section 10.4 - Lockouts. During the term of this Agreement, or any extension thereof there will be no lockouts by the Company.

ARTICLE 11 – DISCIPLINE

Section 11.1 - Disciplinary Procedures.

(a) All disciplinary processes will be performed by a General Manager, Operations Manager or Regional Vice President, or their management designee. The Company agrees to be fully compliant with employee's representational rights under the Weingarten decision. The charged employee shall be given the opportunity to attend all

hearings, which may result in disciplinary action. A Union representative may also attend the hearing, if so requested by the employee.

(b) The respective General Manager, to whom the individual is requested to report, shall give a fair and impartial hearing to all employees. This shall also include corrective interviews, through the disciplinary process. Stewards will be notified in a timely manner of any suspensions or pending terminations.

(c) A copy of bargaining member's disciplinary actions shall be given to the employee. The shop steward and the Local Union shall also be given copies of discipline within ten (10) business days of the issuance of said discipline.

(d) Initial discipline shall occur within fourteen (14) calendar days of the Company's knowledge of an alleged infraction / incident. The Company will notify the union if an investigation will last longer than fourteen (14) calendar days to complete.

(e) Disciplinary action taken by the Company according to the terms of this Section are subject to the grievance procedure contained herein.

Section 11.2 - Progressive Discipline. Any violation of posted and/or written Company rules, policies and/or procedures may, at the Company's discretion, result in disciplinary action. With the exception of a violation of a serious infraction as listed in Section 11.4, Attendance Policy as listed in Section 11.5, or the Safety Policy as listed in 11.6, each infraction of any rule, policy or procedure may result in the following disciplinary action taken by the Company against the employee who violates any rule, policy or procedure:

First Violation: Policy review / documented verbal counseling.

Second Violation: First Written Warning Notice.

Third Violation: Final Written Warning Notice.

Fourth Violation: Dismissal From Employment With Company

The definition "first", "second", "third" and "fourth" violation above shall mean the violation of any rule or combination of rules and shall not be construed to mean the first, second and third violation of each individual rule exclusive of violation of any other rules. If an employee does not have a disciplinary violation for a period of twelve

consecutive months, then the employees will have his record cleared. This policy is based on a floating twelve (12) month time period.

Section 11.3 - Work Rules. The Company will issue all employees a current MV Employee Handbook outlining all rules, regulations and policies. Prior to the Implementation of any new or revised rule, regulation or policy in the Handbook, the Company will issue an addendum to the Employee Handbook, with a copy given to each employee and the Union, at least twenty (20) business days prior to the implementation of said rule, regulation or addendum. The Company shall have the sole exclusive right to adopt additional reasonable rules, regulations and policies to govern its operations and employees and, from time to time, to change or amend such rules, regulations and policies, to the extent they do not conflict with any express written provisions of this Agreement. The Company will notify the Union in writing of all changes in policy at least twenty (20) business days before they are implemented, unless required by client or safety concerns which demand a more immediate implementation. In the event any Company Rule conflicts with the terms of this Agreement - this Agreement shall prevail. Any change to rules and regulations shall be posted and distributed to all employees in order to uniformly advise all bargaining unit members.

Prior to implementation, the Union may request to meet with the Company to discuss the intent and purpose of any new rule or regulation. Disagreements concerning the implementation of any Company Rule conflicting with the terms of this Agreement is subject to the grievance procedure contained in this Agreement. If the Union fails to file a grievance within fourteen (14) business days after implementation, the new rule, regulation or work-related policy change will stand as implemented.

Section 11.4 - Serious Infractions. The following violations of Company policies and rules are considered Serious Infractions and shall be just cause for immediate discharge of the employee:

(a) Theft or deliberate destruction, defacing or damaging of Company or Client property or property of another employee or passenger.

(b) Physical violence or fighting on Company premises or vehicles or any time while on duty.

(c) Possession of firearms, weapons, or explosives, and similar devices on Company premises or vehicles or any time while on duty.

(d) Threatening, intimidating, coercing or abusing fellow employees, passengers, customers or members of the public.

(e) Conviction of a misdemeanor law while on duty. Conviction of a felony whether on or off duty, either before or during employment.

(f) Use of language or any another activity designed to create a hostile work environment or to offend or harass any other employee, customer or passenger based on that employee's, customers or passenger's race, color, religion, sex, age, national origin, marital status, sexual orientation, disability or Vietnam Era veteran status, marital status or any other status protected by law.

(g) Failure for any reason to maintain a valid driver's license and all other certificates required by Federal, State or local law or regulation to operate the Company's vehicles. In the event the employee notifies the Company of a temporary loss of the required license or certification, the employee shall be first entitled to an unpaid leave of absence of up to thirty (30) calendar days in order to correct said loss of a valid driver's license or other certificate required to operate the Company's vehicles. In the event the employee does not immediately notify the Company of any loss of license or certificate required to operate the vehicles, the employee may be terminated immediately.

(h) Unauthorized touching, physical contact with or indecent exposure to a passenger or fellow employee.

(i) Failure to properly secure using required tie down procedure, boarding belt and lap and shoulder restraints, any passenger in a wheelchair or other mobility assistance device.

(j) The pickup of any unauthorized passenger or the drop off of any passenger, when such is required on the driver's manifest or when so instructed by the dispatcher, at any place without there being a physical handoff to a caregiver or other responsible adult at the destination or the pickup. (NOTE: This language (j) is only for Agreements that cover Paratransit operations.)

(k) Reporting for work under the influence of intoxicating liquor or illegal drugs or violation of the Company's Drug and Alcohol Policy as referenced in this Agreement.

(l) Dishonesty, including but not limited to, knowingly falsifying of any document including employment applications, time records, manifests or any other document.

(m) Failure to report a hazardous situation, accident or injury immediately or, at first opportunity to the dispatcher or supervisor. For purposes of this Section, a "hazardous situation" includes, but is not limited strictly to, a bio-hazard such as blood or other body fluid being present on the Company vehicle.

(n) Selling any product or propositioning a sale of any product or service to a passenger while in revenue service.

(o) Gross insubordination or refusal to perform assigned work.

(p) Conviction of, whether in Company or any other motor vehicle, a serious traffic violation, including DUI, vehicular manslaughter, reckless driving or any driving offense involving alcohol or drugs.

Section 11.5 - Attendance. The Attendance Policy outlined in the Appendix A will be utilized and followed for any and all attendance violations/disciplines.

Reporting Off

Maintenance employees unable to work a scheduled shift (including overtime previously accepted) must call the Maintenance Manager to report their absence at least one hour prior to the designated reporting time. This includes absence for part of a shift.

Conditions Requiring Verification for Absence

An appropriate verification of absence may be requested by the maintenance manager at the time of the employee call under either of the following conditions:

A. If the absence appears to be part of a pattern of possible abuse of leave.
B. If the Maintenance Manager has reason to believe that an absence is not being reported in good faith.

Section 11.6 - Safety Policy. Because our clients rely upon MV Transportation for qualified, well trained and safe mechanics/shop clerks, a good safety record on the part of our mechanics/shop clerks is essential for us to serve our clients in the safe professional manner that they expect. It is the policy of MV Transportation that safety and accident prevention shall be considered of primary importance in all phases of operations and administration. The Employee Handbook describes the Safety Point System and the other rules and procedures regarding safety. The Safety and Incident Policies as detailed in the MV Employee Handbook, including the Safety Point System, are the agreed upon safety policies in effect for this Agreement.

Section 11.7 - Safe Vehicles. No employee shall be disciplined for refusing to drive an unsafe vehicle nor shall any employee be required to drive a bus that has not been determined by the maintenance department to be safe, nor shall any employee be required to transport a passenger in a mobility assistance device unless the proper number of securement straps or devices, as determined by the Company, are provided in the vehicle.

ARTICLE 12 – GRIEVANCE PROCEDURE

Section 12.1 – Definition. A grievance is a claim that the Company has violated an express, specific provision of this Agreement. In the event such a claim is made, the following procedures must be followed:

Section 12.2 – Filing a Grievance. The grievance must set forth the nature, details, date of the alleged violation, and Article and Section of this Agreement claimed to have been violated. The written grievance must be presented by the employee or the Union to the General Manager or his designee within fifteen (15) business days following the occurrence out of which the grievance arose. Failure to present the grievance within fifteen (15) business days will be deemed a waiver of the grievance.

STEP 1
Such grievance will be presented in writing to the General Manager, or his designee. Within ten (10) business days of receipt of the grievance, a meeting will be scheduled between the employee, the shop steward, and the General Manager. A representative of the Union shall accompany the employee, if requested. If the General Manager or his designee and the grievant are unable to arrive at a satisfactory settlement during the meeting, the General Manager or his designee will provide a written answer to the Union within seven (7) business days after the date of the meeting.

STEP 2
If the grievance is not resolved in Step 1, the Union must refer the grievance in writing to the Company Director of Labor Relations, or his designee within ten (10) business days after receipt of the Step 1 decision. Failure of the Union to request Step 2 within the ten calendar days shall constitute a waiver of the grievance. Upon receipt of the written Step 2 grievance:

(a) The Director of Labor Relations, or his designee, and a representative of the Union will meet in person or via conference call within ten (10) business days after the receipt of the referral. The grievant will be invited to participate in this Step 2 hearing.

(b) If the parties are unable to arrive at a satisfactory settlement during the meeting, within ten (10) business days of the meeting the Director of Labor Relations, or his designee, will provide a written answer to the Union.

STEP 3

If the grievance has not been settled in Step 1 or Step 2, the Union may, within ten (10) business days of receipt of the Company's Step 2 decision, submit the grievance to an arbitrator. Failure of the Union to request arbitration within the ten calendar days of the Company's Step 2 response shall constitute a waiver of the grievance by the Union and the employee.

Section 12.3 – Expedited Procedure. The Company and the Union may agree to submit the grievance to an expedited arbitration process subject to the following conditions:

(a) Both parties must mutually agree to expedited arbitration to resolve a specific grievance, and legal counsel will not be used as advocates.

(b) The hearing will be informal

(c) No briefs will be filed

(d) Formal rules of evidence will not be strictly followed.

(e) The arbitrator may issue a bench decision at the conclusion of each hearing, but in any event will render a decision within 48 hours after the conclusion of each hearing

(f) The arbitrator's decision will be based on the record before the arbitrator, and may include a brief written explanation of the basis for such conclusion

(g) The arbitrator's decision will be final and binding upon the parties. An arbitrator who issues a bench decision will furnish a written copy of the award to the parties within forty-eight (48) hours of the close of the hearing

(h) No decision by an arbitrator in this expedited process will be deemed to establish practice or any precedent for future proceedings

(i) The fees of the arbitrator will be borne equally by both parties

(j) No decision by an arbitrator in the expedited process will be deemed to establish practice or any precedent for future proceedings.

Section 12.4 – Arbitrator Selection. If the expedited arbitration procedure is not selected by the parties, the Company and Union will mutually select an arbitrator from a list of seven (7) qualified arbitrators provided by the Federal Mediation and Conciliation Service. This selection will be completed within ten (10) business days, if possible. The decision of the impartial arbitrator will be final and binding on the parties hereto. The fee, if any, of the impartial arbitrator will be borne equally by the parties hereto. All other mutually agreed to expenses of arbitration, excluding legal fees, are to be divided equally between the parties hereto. The arbitrator shall have no power to add to, subtract from or modify any provision of this Agreement, nor shall the arbitrator have the power to order the Company to do anything that will cause the Company to violate any provision of its Agreement with the client.

ARTICLE 13 – CATEGORIES OF EMPLOYEES

Section 13.1 – Regular Full-Time. Employees whose regular scheduled work assignment is at least thirty-five (35) hours in a workweek shall be classified as Regular Full-Time.

Section 13.2 – Regular Part-Time. Employees whose regular scheduled assignment is less than 35 hours in a workweek shall be classified as Regular Part-Time.

Section 13.3 – Part-Time Casual. Part-time employees who are regularly scheduled to work less than 35 hours per work week, and who do not have a regular work assignment, or who work on an irregular basis throughout the year or work weekend only shifts shall be classified as Part-Time Casual.

Section 13.4 – Classification Change. Part-time employees may be required to work more than thirty-five (35) hours in a workweek to meet unusually high service demands or other unusual situations. If a full-time employee's schedule changes to where he is scheduled and works less than 35 hours in a workweek, each week for four (4) consecutive pay periods, his classification will be changed to Regular Part-Time. If a part-time employee's schedule changes to where he is scheduled and works more than 35 hours in a workweek, each week for four (4) consecutive pay periods, his classification will be changed to Regular full-Time. Changes in an employee's full time/part time status that occur in accordance with this Section shall only remain in effect until the next general bid. At that time, full time/part time status shall be determined by the bid. Nothing in this Agreement shall be construed as a guarantee of hours.

Section 13.5 – Posting and Filling of Open positions. All maintenance vacancies covered by this Agreement will be posted on an appropriate bulletin board for five working days. The Company will give preference to internal maintenance applicants before considering outside applicants for maintenance vacancies. Selection of the employee to fill the open position shall be solely determined by the Maintenance Manager, the General Manager or their designee

Section 13.6 – Minimum Time in Position

Once an employee has attained a higher class, the employee must work in that position for a minimum of one (1) year.

Section 13.7 – Temporary Jobs

If an employee is off or will be off for at least thirty (30) days due to illness, accident, or leave, as provided elsewhere in this Agreement, their job may be posted as a temporary position.

In the maintenance department, the individual awarded the temporary position will accrue seniority in that position unless displaced. If a permanent employee fails to return to their job within a period of nine (9) months from the time he/she left, the position will become permanent and the temporary employee will be allowed to maintain that position and obtain permanent status. If the employee returns prior to the expiration of the nine (9) month period, the temporary employees will revert to their former positions held prior to the temporary openings.

If the employee fails to return to their position during the nine (9) month period and returns later, such employee will be allowed to bump into a position wherever their classification, seniority, and qualifications will allow their in the technical or non-technical division. Employees who are not able to return to work after the nine (9) month period may be offered an extension of no longer than ninety (90) days at the sole discretion of the Company.

Section 13.8 – Step Progression Within A Classification

Maintenance employees may be eligible to advance from one step to another effective the first pay period in January and the first pay period in July.

The Maintenance Manager or his designee will determine those employees who qualify for a step progression with input from the Step Progression Committee. This committee

will consist of at least two members of management and one member of the Union. There shall be four steps within the Mechanic classification. Those steps shall be as follows:

Class A specialized technical
Class B non-specialized technical
Class C Mechanic
Mechanics Helper/Apprentice

Individual job changes ensuing from an application and offer shall be effective with seniority at the beginning of the next pay period, even though the employee involved may be required to perform work in a then lower classification until all job changes can be properly made. The Company will make a reasonable effort to make all job changes as quickly as possible.

Section 13.9 – Promotions – Maintenance

In all cases of promotion within the bargaining unit, the Step Progression Committee will consider the following factors:

(where factors 1., and 2. are equal, factor 3., seniority will prevail)

1. Knowledge, training, ability to perform the job, skill and efficiency.
2. Physical Fitness.
3. Seniority.

The Company shall have the sole responsibility to determine factors 1 and 2.

An important factor in determining a candidate's ability is the training the candidate has received in pertinent areas of bus maintenance. To this end, the company shall provide at least 40 hours of training to C-mechanics, 24 hours of training to B-mechanics and 16 hours of training to A-mechanics each year during the length of this agreement. Hours of training may be carried over from year to year. Such training shall consist of in-house training, vendor training on specific equipment, and attendance at professional training schools.

Section 13.10 – Elimination of Job. Whenever a job has been eliminated, or a substantial change is made to a slot/shift, the employee holding said job shall have the right, according to their classification and qualifications to exercise their seniority in any

positions that are lower in classification. (If a Class A position is eliminated the displaced employee my "bump" into a lower class, however, if a class B position is eliminated, the employee could not "bump" a Class A position.)

Section 13.11 – Lead Mechanic. The Company may appoint one Lead Mechanic. Only one "Lead Mechanic" slot shall exist between Divisions 62, 70, 90, and 115. This slot may be filled by a qualified employee at the sole discretion of management. Lead Mechanic duties shall be as determined by the Company.

ARTICLE 14 – GENERAL BID

Section 14.1 – Preparation of Work Schedules. The computation and preparation of work schedules is a management right held by the Company. Two times each year the Maintenance Manager will prepare and post a work schedule. After three days he will consult with all maintenance employees and finalize the work schedules and number of employees in each classification necessary during each shift. Members of the Maintenance Department shall then bid on these schedules by Division Seniority within each classification.

Section 14.2 – Division 70 Bidding Cycle. General bids will occur two (2) times per year and become effective the last pay period beginning in May, and the last pay period in September for Division 70. Schedule changes may be made on the basis of operational need. If a schedule change of four hours or more is required, or if days off are changed, a new bid may be held within 30 days of the schedule change upon a formal written request by the Union. No opportunity exists to bid between operating.

Section 14.3 – Division 90 Work Assignments. Work assignments shall be made by the Maintenance Manager, or the General Manager in accordance with operational needs for Division 90. Schedule changes may be made on the basis of operational needs of the Division. No opportunity exists to bid between operating divisions. Bidding rules for this Division shall be the same as outlined in section 14.2 above should this Division increase in size to where there is more than one employee in any one classification.

Section 14.4 – Division 115 Work Assignments. Work assignments shall be made by the Maintenance Manager, or the General Manager in accordance with operational needs for Division 115. Schedule changes may be made on the basis of operational needs of the Division. No opportunity exists to bid between operating divisions. Bidding rules for this Division shall be the same as outlined in section 14.2 above should this Division increase in size to where there is more than one employee in any one classification.

Section 14.5 – Turnover/Attrition Rebid. If the turnover or attrition rate exceeds fifty (50) percent in any job classification, there will be a re-bid.

Section 14.6 – Proxy Bidding. Before going on vacation, employees may leave with the Department Manager or immediate supervisor a written authorization of their choice to bid on any job openings which may be posted during their absence.

Section 14.7– Probationary Employees. Probationary employees are required to bid during the General Bid. Such employees will not be placed in the bid slot received until they have completed their required probationary period.

Section 14.8– Work For Other Divisions. Employees working at Division 70, 90, and 115 shall, from time to time, be required to perform work on busses/equipment from other MV Transportation Divisions. Regular and overtime work performed for other Divisions shall be offered/required, and governed in accordance with the provisions of this CBA as if it were a work assignment within the employees own Division.

Section 14.9– Temporary Work At Other Divisions. Employees working at Division 70, 90, and 115 shall, from time to time, be required to perform work on busses/equipment at other MV Transportation Divisions.

Section 14.10– Cross-Utilization Of Mechanics. Management shall make a reasonable attempt to assign employees work within their own Division first. At the discretion of management, employees may be cross-utilized between Divisions.

ARTICLE 15 – REQUIRED LICENSES AND TRAINING

Section 15.1 – Required licenses. All maintenance department employees shall maintain a commercial driver's license (CDL) with air brake and passenger endorsement. The cost of obtaining and renewing an employee's commercial drivers license (CDL) will be borne by the employee. The company will bear the cost of the required two-year medical examination. Any medical treatment necessary to successfully complete the examination will be borne by the employee. Failure to maintain a CDL or obtain the required medical card will result in the failure of the employee to meet the requirements of the position and may be subject to termination. Should an employee lose their driving credentials temporarily, the Company shall grant the employee up to ninety (90) days to have them reinstated.

Employees who do not have the necessary license at the time of ratification of this contract or at the time of their employment will have 30 days to secure the necessary operator permit and 90 days to successfully obtain at least a Class B (CDL) with air brakes and passenger endorsements. The company shall provide a minimum of 20 hours of training and shall make a trainer and vehicle available to take the DMV qualifications tests. If more than 20 hours of driving time is required to successfully pass the DMV tests, the additional time will be paid at the training wage (Ca Minimum Wage)

Section 15.2 – Provided Training. The Department will develop a bus maintenance training program. This training program is designed to provide the mechanics the knowledge necessary to keep up with changing technologies and the potential ability to advance within the maintenance department. These classes will be offered during times that will not disrupt the department's work schedule. Unless specifically identified as mandatory, attendance in these seminars are not mandatory. However, attendance in these sessions will be considered when applying for a step increase.

ARTICLE 16 – HOURS OF WORK & PAY

Section 16.1 – Pre-trip Duties. Employees are required to perform various pre-trip duties prior to departure from the facility when their trip starts from the garage. The Company will pay twelve (12) minutes for performing the required pre-trip duties. When performing a relief, the Mechanic/shop clerk will perform a safety walk around inspection when taking over the vehicle, and then a vehicle inspection at subsequent layover points with time required to be included in the schedule. Employees will not be paid any time for clocking in prior to his scheduled time unless instructed to do so by a supervisor.

Section 16.2 – Cleanup Time. Cleanup time of twenty (20) minutes will be allowed and paid prior to the end of each shift. This shall consist of ten (10) minutes for area cleanup, and ten (10) minutes for personal cleanup. Each mechanic is responsible to make sure that their tool areas are free of trash and debris. Only properly labeled containers should be stored in individual areas.

Section 16.3 – Post-trip Duties. An mechanic/shop clerk's paid time ends after their last trip is performed and the vehicle is refueled, returned to the yard and the post-trip is completed

Section 16.4 – Workweek. A workweek starts 0001 hours on Saturday and runs to 2400 hours on the following Friday.

Section 16.5 – Overtime. Overtime shall be paid at 1-1/2 times the basic hourly rate, and shall be paid for all hours worked in excess of eight (8) hours in one day, and forty (40) hours in one (1) workweek.

Additionally, overtime shall be paid at 2 times the basic hourly rate for any work performed in excess of twelve (12) hours in a day. Overtime shall be paid at 1-1/2 times the basic hourly rate for the first eight hours on the seventh consecutive day of work in a workweek. Overtime shall be paid at 2 times the hourly basic rate for all hours worked in excess of 8 hours on the seventh consecutive day of work in a workweek.

Vacation time or Paid Time Off hours do not count as time worked for overtime purposes. Under no circumstances will time-and-one-half (1-1/2), double-time (x2) or premium time of any kind be paid more than once for the same hours, nor be cumulative.

Section 16.6 – Overtime Assignment. All overtime work in the Maintenance Department shall be, as far as practicable, strictly assigned among qualified and eligible employees in accordance with the following:

A. When overtime is required to complete a task, the mechanic who started the task shall be assigned the overtime required to complete that task.

B. The qualified eligible employee with the most Division Seniority coming off of their shift shall be offered/assigned any unscheduled overtime work immediately following the end of their shift.

C. Qualified employees who are on their days off shall be offered overtime in order of Division Seniority.

D. All other qualified eligible employees shall be notified by Division Seniority.

E. In the event that overtime work has not yet been assigned work will be assigned to qualified employees (forced overtime) in reverse Division Seniority order, within the class required to complete the assignment.

Employees eligible for overtime shall not be passed for overtime until reasonable efforts to contact them have been made by the Company. The company shall allow a reasonable time to respond (30 minutes) in the event that a message is required. If there is no answer the employee shall be considered to have passed that opportunity to work overtime. It is

the employees responsibility to make sure the Department Manager has the proper contact number(s)

For the purposes of overtime assignment, the term "qualified employee" shall mean to have "walk-on" capability to perform the work as determined by management.

Call back or day off overtime subject to assignment shall pay a minimum of two (2) hours and one (1) minute at the overtime rate. A maintenance employee's consecutive hours shall not exceed twelve (12) hours except in emergencies.

ARTICLE 17 – SENIORITY

Section 17.1 – Definition. Seniority is defined as the length of time an employee has been continuously employed by the Company since the date of his most recent employment by the Company. The Company will recognize seniority rights from the employee's first day of work. If more than one employee begins work on the same day, the employee with the earliest date on their application will have the highest seniority. When these same employees also share the same application date, then the employee with the earliest time and date of their drug screen will have the higher seniority.

Section 17.2 – Types of Classifications

The Maintenance Department is divided into four (4) classifications: Class A specialized technical, Class B non-specialized technical, Class C Mechanic, and Mechanics Helper/Apprentice.

Section 17.3 – Division Seniority

The length of continuous service commencing from the date of hire/transfer into the Maintenance Department of either Division 70, Division 90, or Division 115, shall be termed Division seniority.

Section 17.4 - Classification Seniority

Classification seniority shall be the length of service in a particular classification within the Division but shall not exceed company seniority. The date an individual first moves within an "A", "B", "C" or Mechanics Helper/Apprentice classification position shall be termed the individual's "A", "B", "C" or Mechanics Helper/Apprentice classification seniority date.

A four month trial period will be utilized for all existing maintenance employees changing classification as defined above.

Section 17.5 – Layoff and Recall.

Layoff

In the event of a layoff, the Company shall determine the Division and classifications and in which positions are to be reduced. Part-time and temporary employees in the classifications to be reduced will be laid off before full-time employees are laid off in those classifications. In determining which employees in the affected classifications will be laid off, Division Seniority within the classification shall prevail.

Upon mutual agreement between employees, a more senior employee may elect to take a layoff for a junior employee. The Union agrees that the Company will not suffer or be obligated under this provision.

An employee who is in a Division and within a classification designated for reduction may displace an employee in any lower classification in the division in which said employee previously held regular status, provided said employee has more Division Seniority than the employee he/she desires to displace. This right shall be exercised only once in any layoff.

"Continuous Service" for benefits purposes (e.g. vacation, PTO, 401(k) etc.) shall not accrue during layoff, but seniority for job bidding purposes shall continue to accrue during layoff.

Recall

Qualified employees shall be recalled in order of Division Seniority. Full-time employees on lay off status shall be recalled before part-time employees.

Notice of recall shall be sent to the employee at their last known address by registered or certified mail. It is the employee's responsibility to keep the Company informed of their current address. If any employee fails to report for work within twenty (20) calendar days from the date of mailing the notice of recall, or within fifteen (15) days from receipt of the letter, they shall be considered to have quit, shall cease to have seniority, and shall have their name removed from the recall list.

Recall rights of any employee shall expire twenty-four (24) months from the date of layoff.

Nothing in this section or any part of this Agreement is intended to restrict the sole authority of the Company to determine the necessity of service reductions, the form of the reduction, and the duration of layoff.

Section 17.6 – Use. The Company and the Union will have the authority to determine seniority dates for employees in the unit and to resolve conflicts among employees as to seniority dates.

Section 17.7 – Continuous Service. Unless otherwise stated, wherever reference is made to "continuous service" in this Agreement, it shall be interpreted to mean employment without a break with the Company, or with a predecessor employer, when such predecessor employer serves as a contractor to the client. Continuous Service shall be used for purposes of determining wages, and vacation accrual.

Section 17.8 – Seniority List. Within 30 days after the signing of this Agreement, and quarterly thereafter, a list of employees arranged in the order of their Division seniority will be posted in a conspicuous place at the place of employment. One seniority roster will be maintained for all employees. A Union representative will be provided a current seniority list. The Union will immediately notify Company of any errors in the seniority list. A separate seniority list will be maintained, by classification, for Division 70, Division 90, and Division 115.

Section 17.9 – Probationary Period. All employees will be on probation until ninety (90) calendar days from date of hire. Upon mutual agreement between the Company and the Union, the Company may extend the probationary period of an employee for a period of up to ninety (90) days. Until completion of said probationary period, an employee may be terminated at the complete discretion of the Company, and such termination will not be subject to the grievance provisions of this Agreement.

Section 17.10 – Seniority Broken. Continuity of service will be broken and seniority will terminate by:

(a) Resignation

(b) Discharge for just cause.

(c) Failure to return to work from layoff within twenty (20) calendar days from the date of mailing the notice of recall, or within fifteen (15) days from receipt of the notice of recall.

(d) Absence without leave or communicating with the Company for three (3) consecutive scheduled work days.
(e) Layoff of twenty-four (24) months or more.
(f) Promotion out of the bargaining unit for a period in excess of six (6) months.

Section 17.11 – Seniority Not Broken. Continuity of service will not be broken and seniority will not terminate by:
(a) Authorized leave of absence.
(b) Leave of absence to serve in the Armed Forces of the United States, as provided by law.
(c) Absence due to authorized vacation or other PTO.
(d) Absence due to sickness while such sickness continues, but not to exceed twelve (12) months unless extended by the Company and the Union.

ARTICLE 18 – DRUG AND ALCOHOL PROGRAM

Employees will comply with MV Transportation's Substance Abuse and Alcohol Misuse Policy and Procedures as referenced in the Employee Handbook. Any changes to this policy will be presented to the Union a minimum of 14 business days prior to implementation.

ARTICLE 19 – BREAKS & LUNCHES

Section 19.1 - Scheduled Breaks. The following will apply to scheduled lunch breaks, for all full time or part time employees, as it applies to the schedules they bid and hours they work:

All breaks and lunches will be provided for in accordance with applicable law.

Section 19.2 - California Meal Waiver. The Company will comply with state laws concerning meal periods, which provides for at least a thirty (30) minute unpaid meal period for a work period of more than five (5) consecutive hours and a second meal period of at least thirty (30) minutes for a work period of more than ten (10) consecutive hours. The Company and the Union agree that these meal periods may be waived when employees' work periods of not more than six (6) hours will complete the day's work or when the employees' total hours worked for the day is no more than twelve (12) hours and the first meal period was duty-free. It is agreed between the Company and the Union that given the nature of the work mechanics in the bargaining unit perform, they cannot be relieved of all duty as contemplated by Section 11.C. of IWC Wage Order No. 9.

Therefore the Company and the Union agree the bargaining unit members may receive a paid meal period rather than a duty-free meal period. At anytime, an individual bargaining unit member, in writing, may revoke the meal waiver or on-duty meal period agreement.

ARTICLE 20 – COMPLETE AGREEMENT

Section 20.1 - Sole Agreement. This Agreement constitutes the sole and entire existing Agreement between the parties and supersedes all prior agreements, commitments and practices, whether oral or written, between the Company and the Union and between the Company and any of its employees covered by this Agreement, and expresses all obligations of and restrictions imposed on the Company.

Section 20.2 - Waiver of Bargaining During Term. Notwithstanding any provision of this Agreement, the parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties are set forth in this Agreement. Therefore, the Company and the Union each voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated and signed this Agreement. This Section shall not prevent the parties from meeting on and resolving issues that arise during the term of this Agreement.

ARTICLE 21 - DRIVE

The Employer agrees to deduct from the paycheck of all employees covered by this agreement voluntary contributions to D.R.I.V.E. which shall notify the employer of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a weekly basis for all weeks worked. The phrase "Weeks Worked" excludes any week other than a week in which the employee earned a wage. The employer shall transmit to DRIVE headquarters on a monthly basis, in one check, the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's social security number and the amount deducted from that employees paycheck. The Company shall remit all DRIVE money to the proper location not later

than the twentieth (20th) day of the month following the date on which the money was deducted from the employee's paycheck.

ARTICLE 22 – PROTECTIVE CLOTHING AND SAFETY EQUIPMENT

Section 22.1 – Safety Equipment. Safety Glasses are required to be worn within the shop area. In addition, a safety vest must be worn when performing road calls. The company will provide one (1) safety vest and appropriate eye protection. It is the employees responsibility to make sure the equipment is worn as directed.

Section 22.2 – Tools. Class A, B, C and Lead Mechanics are required to have the necessary tools to perform all work consistent with their class. Class C Mechanics hired after May 5, 2017 may, or may not, be required to have their own tools. In the event a Mechanic is not required to have his/her own tools, they will fall under the "No Tools" section of the wage table. The Company will notify the Union of said decision.

Section 22.3 – Uniforms. The Company will provide eleven (11) sets of uniforms and one coat (beginning January 2019) to each eligible Maintenance Department employee. Employees will be held responsible for documented shortages. Company supplied uniforms are required to be worn during scheduled working hours. In addition, the Company shall provide all mechanics an annual boot/uniform allowance of two hundred dollars ($200) to be used at the employee's discretion for additional uniform items or work boots.

ARTICLE 23 – MAINTENANCE SAFETY PROGRAM

The Company may, at its sole discretion continue, implement, maintain, and discontinue outstanding safety incentive award and performance programs.

ARTICLE 24 – WAGES

Section 24.1 – Wage Rates. The following wage increases shall become effective the date of ratification as follows:

Tulare (Div. 90)/TCAT (Div. 115)/Hanford (Div. 62) Scale

Title	Current	12/1/17	6/15/18	6/15/19	6/15/20	6/15/21	6/15/22
"A" Lead	$29.29	$29.88	$32.00	$34.00	$36.00	$38.00	$40.00
"A"	$25.18	$25.68	$28.00	$30.00	$32.00	$34.00	$36.00
"B"	$22.06	$22.50	$26.00	$28.00	$30.00	$32.00	$34.00
"C"	$21.00	$22.00	$24.00	$26.00	$28.00	$30.00	$32.00
"C" No Tools	$18.45	$18.82	$19.82	$20.81	$21.85	$22.94	$24.09
Parts Clerk	$12.86	$13.28	$14.25	$14.96	$15.71	$16.50	$17.32
MH	$12.29	$13.12	$14.25	$14.96	$15.71	$16.50	$17.32
Utility (Div. 62)	$11.01	$13.00	$14.03	$14.58	$15.31	$16.08	$16.88
GFI Tech (Div. 62)	$16.33	$16.82	$17.71	$18.71	$19.71	$20.71	$21.71

Visalia Div. 70 Scale

Title	Current	12/1/17	9/15/18	9/15/19	9/15/20	9/15/21	9/15/22
"A" Lead	$29.29	$29.88	$32.00	$34.00	$36.00	$38.00	$40.00
"A"	$25.18	$25.68	$28.00	$30.00	$32.00	$34.00	$36.00
"B"	$22.06	$22.50	$26.00	$28.00	$30.00	$32.00	$34.00
"C"	$21.00	$22.00	$24.00	$26.00	$28.00	$30.00	$32.00
"C" No Tools	$18.45	$18.82	$19.82	$20.81	$21.85	$22.94	$24.09
Parts Clerk	$12.86	$13.28	$14.25	$14.96	$15.71	$16.50	$17.32
MH	$12.29	$13.12	$14.25	$14.96	$15.71	$16.50	$17.32

There shall be no further, or ongoing, annual/seniority wage increases given by the Company beyond the term of this agreement. The parties agree that any annual/seniority wage increases that may occur after termination of this agreement must be agreed to by the parties and memorialized and ratified in the successor collective bargaining agreement.

Section 24.2 – Minimum Rates. The rates of pay provided in the table above are minimums. No employee may be paid at a rate lower than provided for his classification. The Company may, at its option, elect to establish a higher initial placement on the progression schedule. No employee shall suffer a reduction in pay rate as a result of the signing of this Agreement.

Wage increases will be retroactive to December 1, 2017 for all hours worked for employees employed as of the date of ratification

ARTICLE 25 – HEALTH INSURANCE

Section 25.1 – Health Insurance – Designation of plans. On the first day of the month following sixty (60) days of employment, the Company will offer group Health, Dental and Vision benefits to all qualified employees covered by this agreement. The level of benefits shall be maintained throughout the life of the contract. The Company shall have the right to pursue other medical/dental/vision plans. Notification of plan changes shall be provided to the union not less than 30 days before implementation the new plan/s.

Section 25.2. Qualified Employee Defined. A qualified employee shall:

a) be a current, active employee
b) have completed sixty (60) days of continuous employment with the Company
c) regularly work an average of thirty (30) hours per week as calculated under the terms of the Patient Protection and Affordable Care Act (PPACA).

Section 25.3 – Contributions.

The Company shall make contributions in accordance with the table below. Contributions shall be made monthly toward the health insurance coverage for each qualified employee enrolled in a Company provided plan. The employee shall pay the balance of the premium through payroll deduction. There shall be no pay in lieu of benefits should an employee decide to decline any Company provided benefit/s. The Company shall have the right to contribute at a level above those stated in this Article in order to remain in compliance with the terms of the PPACA.

The maximum monthly company contribution towards a Company offered plan shall be as follows:

The Company shall contribute up to $400.00 per month.

CURRENT	2019	2020
$400.00	$500.00	$550.00

Beginning January 1, 2021, there shall be a 80/20 ER/EE split for all medical insurance plans offered by the Company for all categories (i.e. EE only, EE+1, Family).

The company shall continue to offer dental and vision coverage to employee's and their dependents at employee expense.

ARTICLE 26 – HOLIDAYS

Section 26.1 – Holidays Designated. Subject to the provisions of Sections 2 and 3 of this Article, a Full-Time employee assigned to the classifications covered by this Agreement shall receive pay for the following holidays falling on or after the date of ratification:

New Year's Day
Martin Luther King's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day
Employee Birthday (beginning January 2020)

Section 26.2 – Payment of Holiday Pay. Holiday pay as provided in this Article shall be calculated at 8 hours of pay for any holiday not worked, except as stated in Section 27.3 below.

Section 26.3 – Work Requirements for Eligibility. In order to be eligible to receive holiday pay as provided in this Article, an employee must work throughout the last scheduled work day prior to the holiday and the first scheduled work day following the holiday.

Section 26.4 – Pay for Time Worked on a Holiday. An employee who works on a day recognized as a holiday in this Article shall receive eight (8) hours holiday pay plus his straight-time, hourly rate for all hours worked on the holiday. An employee who is scheduled to work on a paid holiday as defined in Section 1 of this Article but who does not report to work shall not receive holiday pay.

Section 26.5 – Alternative Holiday Work Schedule. The Company may elect to amend the work schedule during a week in which a paid holiday falls or during a week in which service is amended because of an unpaid holiday in order to satisfy the service requirements of its customers.

ARTICLE 27 – 401 (k)

Section 27.1 – Contribution. After thirty (30) days of continuous employment, the Company will match $.10 for every $1 that the employee defers on the first 6% of the employee's pay. The Company 401(k) has a 5 year vesting period requirement for 100% all Company contributions.

Beginning June 15, 2018 and after thirty (30) days of continuous employment, the Company will match $.25 for every $1 that the employee defers on the first 6% of the employee's pay. The Company 401(k) has a 5 year vesting period requirement for 100% all Company contributions.

ARTICLE 28 – VACATION / PTO

Section 28.1 – Schedule of Benefits. A full-time employee covered by this Agreement shall be eligible to take vacation according to the following accrual schedule:

a) After one (1) year's service - 40 hours – (3.33 hours per month)
b) After two (2) year's service - 48 hours – (4 hours per month)
c) After three (3) year's of service- 88 hours – (7.33 hours per month)
d) After seven (7) year's of service - 128 hours – (10.66 hours per month)

Section 28.2 – Holiday during Vacation. Whenever a holiday falls during an employee's vacation, he shall receive an additional day off with pay or an additional day's pay at the discretion of the Employer. The Employer's discretion shall be exercised prior to the

commencement of the employee's vacation. If the employee is to receive an additional day off with pay, it shall be granted consecutively with the employee's vacation or consecutively with a scheduled day off immediately before or after the vacation period within which the holiday falls.

Section 28.3 – Vacation Bidding. Vacation bids will be posted two (2) times a year, each following the general bid as scheduled in Article 14 of this Agreement. Specific vacation dates will be granted by Division Seniority. Bids shall be submitted on a form provided by the Company. No more than 10% of the Maintenance Department workforce for all three Divisions shall be off on an approved week block of vacation at any given time.

A request outside the bid process for a specific week of vacation must be submitted a minimum of thirty (30) days prior to start of vacation time. The time of submittal shall determine who will be authorized for vacation time outside the bid process.

Except in an emergency, requests for one (1) to three (3) vacation days must be submitted a minimum of three (3) days in advance, and be approved by the immediate supervisor.

Section 28.4-Vacation Cash Out. Employees may cash out vacation in accordance with the Company's Vacation Cash Out Policy.

ARTICLE 29 – LIFE INSURANCE

Section 29.1 – Benefit and Requirements. The Company will provide a life insurance policy in the amount of ten thousand (10,000) dollars for all employees. The employee must have a signed beneficiary form on file.

ARTICLE 30 – BEREAVEMENT LEAVE

Section 30.1 – Bereavement Pay. A non-probationary employee assigned to a classification covered by this agreement shall upon request, be granted up to three (3) days with pay for the Bereavement due to the death of an immediate family member. If the death of an immediate family member occurs out of state, the non-probationary employee will be entitled to two (2) additional paid days off. The company shall have the right to require proof of death of the relative.

Bereavement pay as provided in this Article shall be paid at the employee's straight-time hourly rate of pay and shall be paid for the number of hours comprising the employee's regularly scheduled hours of work. Family members whose death will qualify an employee for bereavement leave shall be as stated in the MV Employee Handbook.

ARTICLE 31 – JURY DUTY

Section 31.1 – Jury Duty Pay. An employee reporting to jury duty shall be entitled to up to 8 hours of jury duty pay for each day served, to a maximum of five (5) days. Jury duty pay will be paid at the employees basic hourly rate, and shall not counted as hours worked for the calculation of overtime. Employees serving jury duty shall provide written verification from the court of actual jury service. Jury duty pay shall not exceed 40 hours per year.

ARTICLE 32 – SICK LEAVE

Beginning June 15, 2018, all employees shall receive three (3) days (twenty-four hours) per year for use after ninety (90) days of employment with the Company. Beginning January 1, 2019, the sick leave bank will be restored on the employee's anniversary date and restored on the anniversary date thereafter. Sick Days shall be (8) hours pay at the straight time wage rate for the employee. Sick Days shall not count as hours worked for any purpose listed in this Agreement – including, but not limited to, overtime or paid time off accrual. These three days of sick leave shall be considered excused absences. Sick leave shall not be carried over from year to year and shall not be available for cash out.

ARTICLE 33 - SAVINGS CLAUSE

Section 32.1 – Conflict with the Law. If any part of this Agreement and/or the attachments hereto are determined to be in conflict with applicable City, State of Federal laws or regulations or becomes in conflict during the life of this Agreement, such part shall be deemed invalid. Such invalidity will not affect any other provision of this Agreement.

Section 32.2 - Renegotiation. If any part of this Agreement and/or the attachments hereto are deemed invalid as set forth in Section 1 of this Article, the parties hereby agree to

meet for the purpose of renegotiating the affected part of this Agreement. Failing agreement between the parties, the matter shall be submitted to arbitration for final resolution.

Section 32.3 – Living Wage Ordinances. This Agreement shall supersede any and all applicable Living Wage Ordinances where such Living Wage Ordinances contain a provision for such exemptions.

ARTICLE 34 – EXECUTION OF AGREEMENT

IN WITNESS THEREOF, the duly chosen representative of the parties hereby affirms that they have the authority to enter into this agreement on behalf of themselves and their principals and hereto affix their hands this 21st day of February, 2018.

2/20/2018
Patrick Domholdt
Director of Labor Relations
MV Transportation, Inc.

2/21/18
Greg Landers
Secretary-Treasurer
Teamsters Local Union No. 517

2-20-18
Gary Jenkins
Business Agent
Teamsters Local Union No. 517

Committee Member

Committee Member

Committee Member

APPENDIX "A" – ATTENDANCE

To maintain a productive work environment, the Company expects employees to be reliable and punctual in reporting for scheduled work. Absenteeism and tardiness place a burden on other employees and on the Company. All MV employees are required to report to work on time every day they are scheduled to work. The following policy applies to all non-probationary employees and is based on a rolling twelve (12) month time period.

Excused Absence

Excused absences are approved requests for family medical leave (FMLA), kin care (if required by state law), personal leave, jury and/or witness duty, military, bereavement, pre-arranged vacation days or any other leave protected by law. Attendance points are not issued for excused absences.

Pre-arranged vacation days will be excused if:

1-A MV "Request for Time Off" form is completed and approved by the Operations Manager, General Manager or Regional Vice President.

2-These steps are completed per the division's advance notice policy.

Unexcused Absence

Absenteeism is measured in points. Employees are required to call in for each day of work missed. All employees who will be absent or tardy are required to notify their supervisor or dispatch at least one (1) hour prior to the start of their shift. Notwithstanding the situations described below, if an absence occurs, or an employee fails to call within the appropriate time, because of a FMLA qualified serious medical condition, the employee's absence will not count as a point.

- An unexcused absence, where the employee calls in at least one (1) hour prior to the start of his/her shift, is counted as one (1) point.
- Unexcused absences up to three (3) consecutive days are counted as one (1) point, provided proper notice is given. After day three (3), each day of absence is counted as one (1) point unless the employee provides a doctor's note excusing the absence for up to a total of ten (10) days. After ten (10) days, each day absent will be counted as one (1) point. Absences exceeding ten (10) days may be considered for a leave of absence.
- Calling in less than one (1) hour in advance of your start time to report an absence or tardy is counted as one and one-half (1 ½) points.
- Failure to call more than one (1) hour but less than four (4) hours after the start of a scheduled shift for a scheduled shift is counted as three (3) points.
- An employee who fails to report for work and fails to notify the Company of his status within the first four (4) hours of the employee's scheduled shift or by the end of their shift, whichever is sooner, is considered a no call/no show and is counted as four (4) points.
- A failure to complete the entire shift is counted as one (1) point.
- Missing a required meeting is counted as one (1) point.

Tardiness

- Arriving to work up to 15 minutes after your scheduled reporting time either for shift start or returning from rest or meal breaks is one-half (1/2) point.
- Reporting to work more than 15 minutes after a scheduled reporting time either for shift start or returning from rest or meal breaks will be counted as one (1) point.
- If an employee is tardy for their shift, the shift may be re-assigned and the employee sent home.

Disciplinary Guidelines for Attendance
Employees are allowed a maximum of seven (7) points within a rolling 12-month period before a written warning is issued. Points are removed from the employee's record 12 months after they are issued. If an employee reaches ten (10) points within a rolling 12-month period, he/she will be terminated. Any employee receiving a written warning or termination shall be notified of the discipline within five (5) business days from the date of returning to work.

Violations of more than one component of the attendance policy, will receive a single point assessment of the highest value.

The Company will give courtesy notice of attendance points on a bi-weekly basis via inclusion in payroll stub envelopes (i.e. TCAT) or mailbox. It is the responsibility of the employee to be aware of their attendance record and bring up any discrepancy via the grievance and arbitration process.

Company Meeting Attendance

We require that all employees attend Company operations meetings, which include the monthly safety meetings. Failure to attend a mandatory Company meeting will result in one attendance point.

Clean Slate
If an employee goes "point free" for a consecutive six (6) month period, his/her attendance record will be wiped clean and any prior points will not be considered as a basis for disciplinary action.

Job Abandonment
Unless otherwise prohibited by applicable law, an employee who does not report for three consecutive days' scheduled shifts and does not contact the Company during this time period will be considered to have voluntarily resigned his or her position.

AGREEMENT

BETWEEN

MV TRANSPORTATION

VISALIA, CALIFORNIA
(Drivers)

AND

TEAMSTERS LOCAL 517

AFFILIATED WITH
THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

DECEMBER 1, 2017 – JUNE 30, 2023

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PREAMBLE

This Agreement is entered into effective this first (1st) day of December 2017 by and between MV Transportation, Inc. (hereinafter referred to as the "Company") and Teamsters Local 517 (hereinafter referred to as the "Union"). It has as its purpose the promotion of harmonious relations between the Company and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment -of rates of pay, hours of work and other conditions of employment.

ARTICLE I - RECOGNITION

The Company recognizes the Union as the exclusive bargaining agent for all bus drivers, dial-a-ride drivers, utility workers, road supervisors and dispatchers/reservationists employed by MV Transportation, Inc., working at the Company's facility located in Visalia, California. This unit shall specifically exclude all clerical personnel, supervisory personnel, confidential personnel, guards, and as deemed in the Act. The applicable terms and conditions contained in the Memorandum of Understanding between MV Transportation and Teamsters Local No. 517 concerning the incorporation of the Tulare County Area Transit work into the Visalia Transit bargaining unit, dated October 2, 2006, shall be incorporated into this Agreement as "Appendix C.

ARTICLE II - UNION SECURITY

Section I - **UNION SHOP:**

Only members in good standing in the Union shall be retained in employment. For purpose of this Section "member in good standing" shall be defined to mean employee members in the Union who tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership. Non-members of the Union hired by the Company must complete membership affiliation on or immediately following thirty (30) calendar days from the date of hire or the date upon which this agreement is executed, whichever is the later, and the Union agrees to accept said non-members into membership on the same terms and conditions generally applicable to other members.

Section 2 - **MEMBERSHIP:**

Membership in the Union no later than the thirtieth (30th) day following the beginning of employment of employees covered by this Agreement, or the effective date of this Agreement, or the date upon which this Agreement is executed, whichever is the later, shall be required as a condition of employment.

Section 4 - **ENFORCEMENT:**

The Company agrees to discharge any employee with respect to whom they have received written notice from the Union of failure to complete membership in the Union as above required, or failure to continue payment of dues to the Union as above required unless the facts are contested, and to effect such discharge within seven (7) days after the receipt of such notice.

Section 5 - **NEW EMPLOYEES;**

When any employee is hired or rehired the Company will notify the Union within fourteen (14) days. The Union shall be allowed to present membership application cards to new employees at orientation. Said orientation shall occur within the first fourteen (14) days of employment.

ARTICLE III – CHECKOFF

Section I - PAYROLL DEDUCTION:

The Company shall deduct from the regular payroll each month and forward promptly to the Union all uniformly required initiation fees and all dues for the current month, from an employee who has voluntarily notified the Company, in writing, of his desire and authorization for the Company to make such deductions.

Section 2 - **INDEMNIFICATION:**

The Union indemnifies and shall hold the Company harmless against any and all claims, suits, demands, charges, complaints or other causes of action, and any related attorneys fees, arising out of any action taken or not taken by the Company with respect to this Article.

ARTICLE IV - UNION BULLETIN BOARD

Company agrees to provide space for bulletin boards for employees covered by this Agreement. The Union-supplied bulletin board is for the Union's exclusive use where notices pertaining to meetings, social events and information of general interest to Union members may be posted. Nothing will be posted that disparages the Company, the Union, the client or any other person or employee. All Union notices posted on the UBB must be printed on Union letterhead or official stationary and will be posted 14 days prior to the date of the event.

ARTICLE V - STEWARDS & UNION VISITATION

Section 1 - **DESIGNATION OF STEWARDS:**

The Union may, at its option, designate one (1) or more employee(s) to serve as Steward at the facility identified in Article 1 of this Agreement. The Union shall notify the Company, in writing, of such designation, and no employee not so designated shall be recognized as a Steward or allowed to represent any other employee with respect to the administration of this Agreement.

Section 2 - **STEWARDS DUTIES:**

A Steward may assist in the investigation, presentation and resolution of a grievance; provided, however, that a Steward must first perform all his duties and assignments as an employee in the same manner as all other employees and shall not leave his work station or otherwise interrupt his normal duties to function as Steward or to conduct any Union business unless expressly authorized to do so by the Division Manager. Shop Stewards shall not lose pay as a result of the Company Utilizing their services. Shop Stewards shall have the right to review any discipline, video, drive cam, etc. associated with a steward's duties upon written request and employee approval.

Section 3 - **UNION VISITATION:**

Authorized agents of the Union shall have access to the employer's establishment during working hours for the purpose of adjusting disputes, investigating working conditions, collection of dues and ascertaining that the Agreement is being adhered to; provided however, there shall be no interruption of the firm's working schedule. He/She shall give management reasonable advanced notice before proceeding into the office. Representatives of the Union shall be permitted to inspect all records in the possession of the Company that are relevant to the enforcement of this Agreement.

Section 4 -- **RIGHT TO REPRESENTATION**:

If an employee reasonably believes that questions by management could result in the employee being disciplined, that employee shall have the right to representation by a Union official or Steward during such questioning. This right may be waived by the employee.

ARTICLE VI - NO STRIKE - NO LOCKOUT

Section 1 **NO STRIKE OR LOCKOUTS**

During the term of this Agreement, or any extension thereof, neither the Union nor its members, will directly or indirectly, cause, encourage, sanction, or participate in any strike of any kind, including but not limited to, work stoppage, slowdown, sympathy strike or to boycott against the Employer, and there will be no lockouts by the employer.

Section 2 **INCLUDED PROHIBITIONS:**

The prohibitions of this section shall apply whether or not:

a) The dispute giving rise to the prohibited conduct is subject to arbitration;

b) Such conduct is in support of a work stoppage or picketing conduct by any other bargaining unit, and;

c) Such prohibited conduct is in protest of an alleged violation of any state or federal law.

Section 3 **UNION OBLIGATION:**

If any conduct prohibited by this section occurs, the Union shall immediately do everything within its power to terminate such conduct.

Section 4 **DISCIPLINE:**

Any employee who participates in any activity prohibited by Section 1 of this Article shall be subject to discharge or to such lesser discipline as the company at its discretion shall determine; provided, however, that such employee shall have the recourse to the grievance and arbitration procedure of this Agreement as to the sole question of whether he, in fact, participated in such prohibited activity.

Section 5 **THIRD PARTY PICKET LINE:**

It shall not be a violation of this Agreement or cause for discharge or permanent replacement for any employee to refuse to cross a primary picket line in the performance of his duties which has been sanctioned by the Union (Joint Council 38). However, if refusal to cross such picket line risks the Company being in violation of the revenue contract with the customer, the employee must cross the picket line for the first twenty-four (24) hours. The company and the Union agree to meet within this time period to work out a means of performing the work without risk to the revenue contract.

Section 6 **NO LOCKOUT:**

The Company agrees that there shall be no lockout of employees by the Employer during the term of this agreement.

ARTICLE VII - MANAGEMENT RIGHTS

Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions possessed by the Company prior to the execution of this Agreement are specifically reserved to it and vest exclusively in the Company. Further, by way of example and not by way of limitation, the rights, powers and authorities of the Company shall include the right to:

a) To reprimand, suspend, discharge, or otherwise discipline employees for cause and to determine the number of employees to be employed.

b) To hire employees, determine their qualifications and assign and direct their work; to promote, demote, transfer, lay off or recall employees to work, and rehire employees.

c) To set the standards of productivity, the services to be rendered; to maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; and to set the starting and quitting time and the number of hours and shifts to be worked.

d) To close down, or relocate the Company's operations or any part thereof; to expand, reduce, Alter, combine, transfer, subcontract, assign, or cease any Job, department, operation, or service; to control and regulate the use of vehicles, facilities, equipment, and other property of the Company or the Customer.

e) To issue, amend and revise reasonable policies, rules, regulations and practices including rules of conduct or standards of performance; to take whatever action is either necessary or advisable to determine, manage and fulfill the mission of the Company and direct the Company's employees, and to carry out the lawful directives of the customers to whom the Company contracts its services if not in violation of this agreement.

f) The Company may employ new technology, including video, in order to help ensure the safety of the driver and passengers, and compliance with all federal, state and local driving rules and regulations by both the driver and motoring or pedestrian public. The company and the Union agree that any recording resulting from said technology may be used as evidence in the investigation of any incident involving an employee while operating a Company vehicle while on the clock. In the event any recording is used as evidence for purposes of disciplinary action, the Union shall be afforded an opportunity to view the evidence as soon as practicable after the action is taken. The Company shall meet with the Union before implementation of new technology on an advice and confer basis, in order to explain and clarify the use and effects of said technology.

g) The Company and the Union acknowledge that the Company has entered into a contract to provide transportation services to the City of Visalia and Tulare County, from here forward known as the "Client". The contract between the Company and the Client contains specific performance requirements. Nothing contained in this Agreement will be construed to prohibit the Company from fulfilling all of its contractual obligations to the Client. The Company will have the sole right to change any policies, rules and regulations governing employees without renegotiation of this Agreement should such changes in policies, rules and regulations be required in order to comply with any governmental law or regulations or to comply with any provision of the agreement between the Company and the Client. However, the Company shall have the sole right to make any and all final decisions regarding the implementation of said policies, rules and regulations. The company agrees not to implement any other new policies, rules, or regulations that are in direct conflict with this agreement.

h) The Company shall issue all employees a current Employee Handbook outlining all rules, regulations and policies. No Company Policy in conflict with the terms and conditions of this Agreement shall prevail. Prior to the implementation of any new or revised rule, regulation of policy the Company will issue an addendum to the Employee Handbook, with a copy given to each employee and the Union, at least ten (10) calendar days prior to the implementation of said rule, regulation or addendum. The Safety Policies, as contained in the MV Employee Handbook in effect at ratification of this Agreement and the MV Drug and Alcohol Policy in effect at the time of ratification of this Agreement shall be considered a part of this contract.

ARTICLE VIII SENIORITY

Section 1 **PROJECT SENIORITY**

The Company shall recognize project seniority rights from the employee's date of hire or date of transfer into the bargaining unit covered by this Agreement If more than one (1) employee has the same hire date, the employees' relative seniority positions will be determined by their qualified license issue date. The Company shall keep six (6) separate seniority lists for the following classifications:

1. Driver – Division 70
2. Driver – Division 115
3. Utility Worker – Division 70
4. Utility Worker – Division 115
5. Dispatcher/Reservationist – Division 70
6. Dispatcher – Division 115

Section 2 **LAYOFF:**

Layoffs will be determined by project seniority; the employee with the least amount of seniority at the project, and within their classification, shall be laid-off first. Recall of laid-off employees shall be in reverse order layoff. An employee duly notified by the Company to return to work from layoff must return to work within fourteen (14) calendar days of mailing of such notice or be considered terminated. A copy of such notice shall be sent to the Union.

Section 3 **SENIORITY BROKEN:**

An employee's seniority shall be broken so that no prior period of employment shall be counted and his seniority shall cease upon:

a) Discharge for Just Cause;

b) Voluntary quit. Failing to report for scheduled work, without communicating with the Company, for three (3) consecutive days shall be considered a voluntary quit under this Section;

c) Absence due to layoff exceeding twelve (12) months;

d) Failure of an employee to return to work upon recall within fourteen (14) calendar days after mailing of written notice from the Company at his last known address appearing on his records or failure to return from a scheduled leave of absence.

e) Promotion out of the bargaining unit for more than ninety (90) calendar days.

Section 4 **SENIORITY LIST:**

Within thirty (30) days after the signing of this Agreement, and at least quarterly thereafter, a list of employees, arranged, by classification, and in the order of their seniority, shall be posted in a conspicuous place at the place of employment with a copy furnished to the Union.

Section 5 **PROBATIONARY PERIOD:**

All employees will be on probation until they have completed one hundred twenty (120) calendar days of service from his date of hire. During this probationary period, such employees shall be considered as being on trial subject to immediate dismissal at any time at the sole discretion of the Company. Discharge during the probationary period shall not be subject to Article X - Grievance Procedure.

Section 6 **EMPLOYEE TRANSFER;**

Any current employee of MV Transportation that is permitted to transfer into divisions 70/115 from another location shall maintain company seniority for the purposes of establishing a rate of pay and benefits for said employee and will also be given a division seniority date for establishing bidding rights within their classification at divisions 70/115. Conversely, the same would hold true for any current employee covered by this agreement transferring outside to another MV Transportation location. With respect to divisional transfers; both affected division managers must mutually agree to all transfers. Furthermore, any costs associated with any transfer shall be the responsibility of the employee. Employees transferring into another Division shall fall under the wage rates of the Division that they are falling under. Transferring employees shall also move to the bottom of the classification seniority list of the Division that they are transferring into.

ARTICLE IX - DISCIPLINE AND DISCHARGE

Section 1 - **JUST CAUSE:**

The Company retains the right to discipline and discharge employees for just cause, provided that in the exercise of this right the Company will not act in violation of the terms of this Agreement. Complaints that the Company has violated this paragraph may be taken up through the grievance procedure. A written warning will be issued to the Union and the employee within five (5) working days (excluding Saturday, Sunday and holidays) after the alleged cause for the reprimand or within five (5) working days of the Company's knowledge of the cause of such written warning.

In discharge cases, the Company should not proceed with any investigation unless the employee being investigated is provided with union representation from his/her local union unless

specifically waived by the employee.

Section 2 **OTHER EMPLOYMENT:**

A regular employee who works for another company on a day when he refuses regularly scheduled bargaining unit work at MV Transportation, Inc. may be subject to termination. Regularly scheduled bargaining unit work is defined as bid hours, or any other work which the employee has agreed to perform. The Company reserves the right to force extra work, and/or overtime once the list of available employees has been exhausted.

Section 3 **PROGRESSIVE DISCIPLINE:**

The Company shall not discharge an employee unless the employee has been given at least three (3) warning notices within the past twelve (12) months. The Company may suspend an employee without, pay as an element of progressive discipline; provided, however all such disciplinary suspensions shall be imposed with as much uniformity and consistency as is practicable relative to the facts giving rise to the discipline. Examples of progressive discipline are:

First violation – Counseling session/Documented Verbal Warning
Second violation- Written Warning
Third violation – Final Warning and/or Unpaid Suspension
Fourth violation – Termination

The definition of a violation leading to a warning notice as mentioned above shall mean the violation of any rule or combination of rules and shell not be construed to mean the first, second, third or fourth violation of each individual rule exclusive of violation of any other rules. If an employee does not have a disciplinary violation for a period of twelve consecutive months, then the employees will have his/her record cleared. This policy is based on a floating twelve (12) month time period, except for the conditions as listed in Section 4 of this Article.

In the event of discipline due to instances of unsatisfactory driving performance, as determined by direct observation or Drive-Cam, the Company will provide counseling or retraining as needed. The type and length of counseling or retraining shall be determined by the Company. Retraining shall not take the place of, or reduce the severity of appropriate disciplinary action as stated in this agreement.

Section 4 – **MAJOR VIOLATIONS;**

Major Violations, as listed in the MV Employee Handbook are considered serious infractions and shall be just cause for immediate discharge of the employee, although the Company may impose, at its sole discretion, a lesser penalty. This list is in no way exhaustive of "Major Violations" that could warrant immediate discharge. Alleged infractions under this Section may be subject to the grievance and arbitration process. These examples of Major Violations include,

but are not limited to, the following types of workplace behavior.

1. Reporting to work or working under the influence or possessing alcohol or illegal drugs in the workplace.
2. Deliberately damaging or abusing property.
3. Carelessness or horseplay resulting in property damage in excess of $5,000 or serious personal injury.
4. Insubordination, including the refusal and/or failure to follow a directive, to perform assigned work, or to encourage others to do either.
5. Sexual or any other forms of harassment prohibited by company policies.
6. Violations of State, Federal, County or Municipal laws, regulations or requirements that would disqualify you from employment under MV's hiring criteria, with the exception of moving violations while driving which are governed by the MV Safety Point System. Employees are required to report such convictions within 24 hours.
7. Violations of the MV Safety Point System, Attendance Policy or Substance Abuse Policy that result in termination.
8. Violations of the following regarding company vehicles and/or equipment:
   *Operating without a valid license appropriate for that vehicle, equipment or service.
   *Driving on a suspended license.
   *Driving a commercial vehicle without a valid medical card.
   *Un-insurability as a vehicle operator.
   *Negligent use of a company owned or provided vehicle or equipment.
   *Unauthorized use of a company owned or provided vehicle or equipment including transporting unauthorized passengers.
   *Use of a personal cell phone while operating a company vehicle.
9. Falsification of any records, such as medical forms, time records or employment applications or making false statement.
10. Inappropriate, unprofessional or disorderly verbal or physical conduct directed towards coworkers, passengers, client or any third party while acting as a representative of the company.
11. Entering a passenger's home while in service or in company uniform without a legitimate business purpose.
12. Possession of weapons or explosives on company premises.
13. Conviction of driving under the influence, reckless driving or hit-and-run driving whether on or off the job, in a company or private vehicle, for employees performing safety sensitive functions.
14. Dishonesty, theft or improper handling of cash.

ARTICLE X - GRIEVANCE PROCEDURE

Section 1 **FILING A GRIEVANCE:**
The grievance shall include the nature, details, date of the alleged violation, article and section of this Agreement claimed to have been violated. The written grievance must be presented by the Union to the Project Manager or his/her designee within fifteen (15) calendar days following the occurrence out of which the grievance arose or the date the employee and or the union became aware of the grievance. Failure to present the grievance within fifteen (15) days will be deemed a waiver of the grievance.

STEP I

Such grievance will be presented in writing to the Project Manager or his/her designee. Within ten (10) days of receipt of the grievance, a meeting will be held between the employee and the Project Manager. A representative of the Union will accompany the employee. The Project Manager or her designee will provide a written answer to the Union within seven (7) calendar days after the date of the meeting. Weekends and holidays shall be excluded in the response calculations.

All grievances filed for terminations will be considered to be filed under step 2.

STEP 2

If the grievance is not resolved in Step 1, the Union must refer the grievance in writing to the division manager who will refer to the Labor Director or his/her designee within ten (10) calendar days after it receives the written decision at Step 1. Failure of the Union to request Step 2 within the ten calendar days of the Company's written decision shall constitute a waiver of the grievance. Upon receipt of the written Step 2 grievance:

(a) The Labor Director or his/her designee and a representative of the Union and the grievant will meet within ten (10) calendar days after the date of the referral. The grievant will be invited to participate in this Step 2 hearing.

(b) Within ten (10) calendars days of the meeting, the Labor Director or his/her designee will provide a written answer to the Union:

The following means of resolution are available under step two:

(a) If either party makes a request, the grievance will be submitted to the State Conciliation Service for mediation and/or a non-binding and confidential recommended decision. The *party* making the request shall be responsible for contacting the State Conciliation Service within five (5) days. The conciliation efforts shall be conducted within twenty (20) days thereafter.

(b) A Board of Adjustment shall be created immediately upon request of either party and shall be composed of two members selected by the Union and two members selected by the Company. Said Board shall elect a chairman and secretary and shall have the power to adjust any dispute or grievance that may arise concerning the application or interpretation of the Agreement. Decision of the Board shall be made with a majority vote of the four members.

ARBITRATION: MANDATORY:

Either party may demand arbitration over an unsettled dispute concerning the interpretation or application of this agreement, and arising during the term of this Agreement.

TIME LIMIT:

The right of either party to demand arbitration over an unsettled dispute is limited to a period of (20) calendar days from the final action taken on such dispute under the last step of the grievance procedure immediately prior to arbitration.

Section 3 **POWERS OF THE ARBITRATOR:**

a. The Arbitrator shall have no power to add to or subtract from or modify any of the terms of this Agreement or any supplementary agreement.

b. The Arbitrator shall have no power to establish wage scales, rates or new or changed jobs, or to change any wage rate.

Section 4 **SELECTION:**

The parties shall select an arbitrator within to process the dispute to final and binding resolution. The parties shall select an arbitrator to process the dispute to final and binding resolution.

If the Union and Employer cannot agree on the selection of an arbitrator, then the parties shall request that the Federal Mediation and Conciliation Service (FMCS) nominate a panel of seven (7) arbitrators. The Union and the Employer shall alternatively strike one (1) name until only one (1) name remains on the list; the remaining name shall be the person designated as the arbitrator.

The party to strike first shall be decided by coin toss. If the arbitrator selected is not willing or able to hear the matter for any reason, then the Union and the Employer shall request a new list of seven (7) arbitrators from the FMCS and follow the selection process set forth in this paragraph until an available arbitrator is selected. If both the Union and the Employer agree that none of the arbitrators supplied by the FMCS on any panel of seven (7) is satisfactory, then a new panel may be requested from the FMCS.

Section 5 **EXPENSES:**

Fees and expenses of the Arbitrator and reporter cost of the original copy of the transcript and hearing room shall be shared equally by the parties.

Section 6 **TIME LIMITS:**

It shall be the duty of the Arbitrator to the Union and the Company to make his best effort to render his decision within ten (10) calendar days after the matter has been finally submitted to him. Priority shall be given to deciding discharge cases and the Arbitrator shall make his best effort to decide such cases within five (5) calendar days after the matter has finally been submitted to him.

Section 7 **FINAL BINDING AWARD:**

The Arbitrator's decision shall be final *and* binding on the Company, on all Bargaining Unit Employees and on the Union.

Section 8 **RETROACTIVELY:**

All claims for back wages shall be limited to the amount of wages that the employee otherwise would have earned less all amounts the employee earned elsewhere during the period in question, less any unemployment compensation received or compensation for personal services that he may have received or could with diligent effort have received from any sources during the period in question.

ARTICLE XI - LEAVE OF ABSENCE

Section 1 **LEAVE WITHOUT PAY:**

A leave of absence without pay granted by the Company not to interrupt the continuity of seniority provided the employee submits a request in writing to the Company. The Company shall reply to such request in writing, and a copy shall be forwarded to the Union:

(a) A medical leave of absence due to an off-the-job accident, illness or injury (in addition to F.M.L.A.) shall be granted for up to ninety (90) days. Employees out of work under the provisions of this section for a total of 12 months shall fall under the provisions of Article VIII, section 3 (b). An employee on a medical leave shall submit to the Company medical verification, upon request.

(b) A personal leave of absence may be granted by the Company for reasonable cause, not to

exceed sixty (60) days. Such leave may be extended by mutual agreement of the Company and the Union. The employee will be notified seven (7) days after the request is submitted.

In case of emergency, the notice will be as soon as possible.

Section 2 **LEAVE FOR UNION BUSINESS:**

The Company agrees to grant the necessary and reasonable time off without discrimination or loss of seniority rights and without pay, to any employee designated by the Union to serve in any capacity of official Union business, provided that fourteen (14) days' advanced written notice or sooner if possible is given to the Company by the Union, specifying the length of time off (which shall not exceed twelve (12) months); and provided further that the Company has other employees available who are qualified by experience to perform the necessary work and that such leave of absence does not otherwise interfere with the efficient operation of the Company's office.

Section 3 The Company shall comply with state and federal family leave laws. The Company, may, at its sole discretion, extend the time limit if the employee and the Union request such an extension in writing and furnish a written report from a licensed medical doctor stating that such an extension is necessary.

ARTICLE XII - HOURS OF WORK AND OVERTIME/DRIVERS

Section I **REGULAR WORK DAY:**

The regular work day shall be determined by the requirements of the transportation schedule developed by the Company and/or its revenue customers.

Section 2 **REGULAR WORKWEEK:**

The regular workweek will normally be Saturday thru Friday.

Section 3 **DRIVER - DESIGNATION OF SHIFT:**

A driver's time shall start when he reports to work as assigned and shall end when he returns his bus to the terminal or relief point, returns to the terminal and completes any assigned post-trip activity, including any required paperwork or report. The employer will make payroll detail reports available to employees no later than 2200 hours on every other Monday.

Section 4 **GUARANTEED HOURS:**

A driver who reports to work as scheduled at the time of his shift and who does not absent himself from any part of the shift that is considered his normal work shift, shall be guaranteed

four (4) hours of work or pay for each separate required report. However, a driver on standby assignment shall be guaranteed two (2) hours of work or pay.

Section 5 - **CHECK-OUT TIME:**

A driver shall perform and document a pre-trip and post-trip inspection on each vehicle to which he is assigned each day prior to the beginning of his first pull and close of his shift.

Section 6 - **OVERTIME:**

A driver shall be paid time-and-one-half (11/2 times) thc straight-time rate of pay then in effect for the work being performed when the total of hours worked exceeds forty (40) hours in a work week.

Utility, Dispatchers/Reservationists/ Road Supervisor
A utility, dispatcher/reservationist, and road supervisor shall be paid time-and-one-half (1-1/2 times) the straight-time rate of pay then in effect for the work being performed when the total of hours worked exceeds forty (40) hours in a work week, or eight (8) hours in a day for 5/8 schedules, and ten (10) hours in a day for 4/10 schedules.

Overtime for all employees not covered by the extra board shall be first assigned to those operators in seniority order who have signed up on the signup sheet. Once the sign up sheet has been exhausted, work will be offered to other employees on a seniority basis. Once attempts for voluntary overtime assignment have been exhausted, the Company reserves the right to force overtime in inverse seniority order. In all cases, extra work will be always first offered to employees who have not already worked a shift on that day.

ARTICLE XIII- ROUTE ASSIGNMENTS - DRIVER

SECTION 1: **REVIEW OF ROUTES:**

All routes and work assignments shall be subject to review and reassignment as provided in this Article. The Company will determine the number of bids based upon its legitimate business needs and the desires of its contracting entities; provided, however, all routes shall be bid a minimum of three (3) times per year with a maximum of six (6) months between bids. The route schedule for each bid period shall be posted, for review, fourteen (14) days prior to the bid date. Bid routes will begin the second (2nd) Saturday following the bid date. All tripper assignments shall be subject to bid. The Visalia City Transit and Tulare Area Transit bids will be conducted by the Union. The Company will pay one Steward to conduct the bid. The Steward will be paid a minimum of two (2) hours, to a maximum of two and one half (2-1/2) hours. Except that Stewards may be paid more than the two and one half (2-1/2) hours by mutual agreement between the Union and the General Manager.

Section 2 - **ROUTE BIDDING AND VACANCIES:**

All qualified employees covered by this agreement shall be allowed to bid on available routes and work assignments in order of seniority; provided, however, that an employee must be fully qualified and licensed to perform all of the work involved in the assignment for which he is bidding, and all required in-service hours must be current.

Holiday schedule and other emergency situations will be determined by management.

Employees who are off on a disability leave or other medical leave and return to work between master re-bids shall be put back into their regular bided route.

Company will bid Routes and Utility separately. Cross bidding only applies within each Division.

SPECIAL BIDS:

1. Run/shift becomes permanently open (i.e.: due to driver leaving employment, discharge, promotion or death)

2. New run/shift (new run expected to last three months or more)
3. A run/shift is eliminated.

Runs/shift that become permanently open between master bids i.e., Promotion, Transfer, discharge, quit, or other, shall be handled in the following manner:

a) Open route only, shall be put up for bid following the bid procedures described above.

b) The bid procedure will continue for the next open route (vacant due to the previous bid in (a) that is affected by this process,

c) The third open route that is affected by this process will be put on the extra board and become available at the next master re-bid.
d) Route/shift that becomes vacant shall be posted within seven (7) calendar days after they occur.

Section 3 **SIGNIFICANT CHANGE IN WORK:**

In the event an employee's assigned work is significantly changed, the following provisions shall apply:

a) If a route is eliminated by the customer or by the Company or reduced by sixty (60) minutes or more per day from the time posted, prior to Its being assigned to

that employee, or if the type of vehicle assigned to a route changes and the employee is not qualified to operate the newly-assigned vehicle, such affected employee may, subject to qualification, exercise his/her seniority to displace a driver with less seniority whose route time is equal to or less than that of the affected route.

b) The less senior driver displaced as provided in paragraph (a) of this Section may, subject to qualification, elect to:

1. Assume the route vacated by the more senior driver under paragraph (a), or,

2. Exercise his seniority to displace the least senior driver at his terminal who has an assigned route, or;

3. Become an Unassigned Driver.

c) With the mutual consent of the Union and the Company, the Company may reassign an employee to a route.

Section 4 **PROXY AND ABSENTEE BIDS:**

A non-probationary employee who cannot attend Route/Work Assignment Day shall be allowed to submit his bid by written proxy, provided such proxy is submitted to the Company not later than one (1) hour prior to the commencement of the bidding. Such employee's proxy will be examined when the time for his bid occurs, and he shall be assigned that available route listed on his proxy that is his most preferred. In the event no preferred route is available, Management shall select a route for the employee and the employee shall be required to perform such work. A non-probationary employee who fails to report for Route/Work Assignment Day and who fails to submit a written proxy shall have his route selected by management, and the employee shall be required to perform such work.

It is agreed that any employee out on Medical Leave at the time of a bid, who can verify by doctor's note that they are expected to return to work within six weeks of the start of a bid, will be permitted to bid with their respective bid group.

Section 5 **ASSIGNMENT OF REMAINING WORK:**

Any route or work assignment remaining unassigned following application of the procedures provided in this Article may be assigned by the Company to any employee not yet assigned a route or work assignment. If no such unassigned employee exists, the Company shall assign such work by inverse seniority.

When time permits, non-bidded contracted work shall be posted and offered to drivers by seniority except when an outside contractor requests a particular driver. In that case, the requested driver will be assigned to that piece of work. Upon request, the Company will provide proof of a contractor's request for a specific driver.

Section 6 **BIDDING – DISPATCHER/RESERVATIONIST/ROAD SUPERVISOR:**

Section 6.1 – **Procedure**: The Company shall conduct a dispatcher/road supervisor General Bid concurrently with the driver bid

Section 6.2 – **Selection**: Preference for shift selection shall be by the most senior qualified employee within their Division and classification.

Section 6.3 – **Selection -** Permanent Vacancies: Shifts that become open during the term of a general bid shall be posted for not less than ten (10) days before filling. Dispatchers/Road Supervisors within the Division/classification of the shift being posted shall have the opportunity to bid on these vacancies.

SECTION 7 **SCHEDULING POLICY.**

1. Extra Board Drivers shall call in after 5:00 PM and confirm their schedule for the following day.
2. The Dispatcher shall call any regular drivers if their schedule changes for the following day.
3. Same-day schedule changes shall be communicated by Dispatch to the drivers and schedules will be adjusted on an as needed basis without regard to seniority.
4. Failure to complete an entire shift as a result of these procedures will be handled through the attendance policy.

ARTICLE XIV - EXAMINATIONS

Physical examinations, required by the Company shall be promptly complied with by all such employees and/or applicants, provided, however, the Company shall pay for all such examinations, and in the case of present employees, the Company shall pay for time spent at the place of examination or examinations, except in the case of driver's or chauffeur's license examinations.

Employees will not be required to take examinations during their working hours without pay for time so consumed. The Company shall pay for the time spent getting required DOT physicals for recertification.

This provision also covers part-time employees.

ARTICLE XV - CLASSIFICATIONS AND WAGES

All of the classifications covered by the Agreement and the wage rates, differentials, effective dates, methods of administration and payment and related provisions are in Appendix "A", which is attached and is hereby expressly made a part of this Agreement. All of the provisions of Appendix "A" are fully enforceable under this Agreement. Conversely, no claim by an employee or by the Union to a wage rate, differential, effective date, method of administration or payment or other aspect of remuneration not specifically provided for in Appendix "A" shall constitute grounds for a valid grievance under this Agreement.

Section 1 – CDL Requirement. As a condition of employment, all employees are required to obtain and maintain a Class B commercial driver's license with a passenger endorsement in accordance with the Company's existing training policy. In the event an employee does not have a Class B license with a passenger endorsement, he or she will be given ninety (90) calendar days to receive their Class B license in which he or she shall be required to receive their permit in the first thirty (30) calendar days of that window.

ARTICLE XVI - EMPLOYEE BENEFITS

All of the employee benefits which are the specific creatures of this Agreement, as well as all of the provisions for eligibility, certification, administration and related rights and requirements are included in Appendix "B". which is attached and is hereby expressly made a part of this Agreement. All of the provisions of Appendix "B" are fully enforceable under this Agreement. Conversely, no claim by an employee or by the Union to an employee benefit not provided for in Appendix "B" or to any aspect of eligibility, certification, administration or of the rights and requirements relative to the employee benefits which included, except those specifically provided for in Appendix "B", shall constitute grounds for a valid grievance under this Agreement.

ARTICLE XVII - GENERAL CONDITIONS

Section 1 **FLEXIBILITY:**

It is agreed that the Company may, during an emergency or period of unusual operational demand, utilize an employee to the degree that no employee's compensated time shall be wasted. Employees shall be trained and qualified according to Company standards to do any assignment. In no event shall an employee be cross-utilized for a period of greater than thirty (30) calendar days.

Section 2 **SOLE AGREEMENT:**

This Agreement constitutes the sole and entire existing Agreement between the parties and supersedes all prior agreements, commitments and practices, whether oral or written, between the Company and the Union and between the Company and any of its employees covered by this Agreement, and expresses all obligations of and restrictions imposed on the Company.

Section 3 **WAIVER OF BARGINING DURING TERM:**

Notwithstanding any provision of this Agreement, the parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties are set forth in this Agreement. Therefore, the Company and the Union each voluntarily and unequivocally waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated and signed this Agreement. This Section shall not prevent the parties from meeting on and resolving issues that arise during the term of this Agreement.

Section 4 **GENDER:**

Throughout this Agreement, the masculine shall embrace the feminine and the singular shall become the plural.

Section 5 **AMENDMENT/WAIVER:**

This Agreement is subject to amendment, alteration or addition only by a subsequent written agreement between and executed by the Company and the Union, any oral statement or oral agreements shall be of no force or effect whatsoever. The waiver or breach of any term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of any such term or condition.

Section 6 **REVENUE CONTRACT T O PREVAIL:**

The relevant provisions of a revenue contract between the Company and its customers under which an employee of the Company performs such work shall be incorporated by reference into this Agreement, to the extent only that such provisions impose terms, conditions or requirements upon the Company and/or its employees that are not required under the terms of this Agreement. In a situation in which a provision of this Agreement is in conflict with any of the provisions of such revenue contract, the relevant provisions of said revenue contract shall prevail for all purposes. Nothing in this section shall be construed as subjecting any of the terms of any of the Company's revenue contracts to the Grievance and Arbitration provisions of this Agreement.

Section 7 **J.L.R.C.:**

The Company and Union agree to meet at least quarterly to discuss issues and concerns that arise in the work place. No employee shall lose pay as a result of attending these meetings.

Section 8 **PERFORMANCE OF WORK COVERED BY THIS AGREEMENT:**

Management personal may perform bargaining unit work only under the following conditions:

1.) training or instructing another employee

2.) in case of emergency.

Section 9 **TERMINATION OF TRANSPORTATION SERVICES CONTRACT**

If the transportation services contract between the Company and its service customer terminates for any reason, the rights and obligations of this Agreement shall also terminate at that time, provided that the parties to this Agreement shall continue to resolve disputes pending at the time of termination, and any disputes that should arise which occurred during the term of the collective bargaining Agreement, up to and including arbitration. If the service customer awards the services now provided by the company to another transportation provider, the Company will notify the Union of the name, address, and representation of such other transportation provider, if known.

Section 10 - **SEPARABILITY:**

If a provision of this Agreement is held to be illegal or unenforceable at law by a court of competent jurisdiction, such provision shall be deemed invalid, but all other provisions not so illegal or unenforceable shall continue in full force and effect. In such an event, the parties shall meet promptly to negotiate a new provision to replace that which has been rendered invalid.

Section 11 **NEW WORK:**

By mutual agreement with the Union, the Company shall have the right to amend any of the provisions of Appendix "A" and/or "B" of this Local Supplement as it is deems necessary to successfully bid for and obtain new work in addition to that work being performed by the bargaining unit employees on the effective date of this Agreement. The Company will meet with the Union to discuss such amendments. An employee becoming a member of the bargaining unit as the result of this new work Agreement, except those which may have been amended from appendix "A" as provided in this Article. The Union agrees to cooperate in assisting the company in obtaining such new work.

Section - 12 **MEETING:** The Company agrees that members of the Union will be granted unpaid leaves of absence on Union business as authorized by the Union, when so requested, provided that the granting of such leave does not impact Company's ability to provide service

to the Client.

Section – 13 **DMV EXAMINERS**:

The position of DMV Examiner is a voluntary position, anyone interested may contact management.

ARTICLE XVIII NON DISCRIMINATION

Neither the employer nor the Union in carrying out their obligation under this Agreement shall discriminate in any manner whatsoever against any employee because of race, sex, religion, national origin, age, status as a Vietnam Era Veteran, or physical or mental disability. In this Agreement, when the masculine gender is used, it shall be deemed to include the feminine and vice versa. To comply with applicable state and federal laws insuring equal employment opportunities to qualified individuals with a disability, the Employer will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability unless undue hardship would result. The Company and the Union shall not discriminate against any employee for reasons covered by applicable State and Federal law.

ARTICLE XIX – DEFINITIONS

Section 1 **MISS-OUT:**

A miss out is defined as an employee reporting for work more than one minute late any time after their shift is scheduled to begin, up to fifteen minutes late. If an employee reports to work more than five (5) minutes late, they will be charged with an absence, and may have their work re-assigned. If the operator is assigned work, they will then be charged with a miss out rather than an absence.

Section 2 **NO-CALL NO-SHOW:**

An employee who fails to report for work and fails to notify the Company of his status is considered a no call/no show. An employee who is a no call/no show for one day will incur two (2) occurrences and be subject to further disciplinary action. Two (2) instances of being a no call/no show in a rolling twelve (12) month period will result in discharge.

No Call/No Show is defined as no communication with the Company within the first four (4) hours of the employee's scheduled shift or by the end of their shift whichever is sooner.

ARTICLE XX – BREAKS & LUNCHES

Section 1

(a) Rest Periods. All employees are authorized and permitted to take rest periods in accordance with this policy.

Each employee is authorized and permitted to take a ten (10) minute net rest period for every four (4) hours worked or major fraction thereof, which rest period shall be paid time. The rest period may include periods when the employee is on his/her route but employee is not required to operate or remain in the vehicle.

It is the responsibility of each employee to take rest periods even if it means he or she may be late on route or for the next pickup. If an employee wanted to take a rest period and was prevented from doing so, the employee must submit a written statement explaining why he or she was prevented from taking a rest period to his or her General Manager within two (2) working days after the missed rest period occurred. Unless the Company is notified of missed rest periods in the manner and time period set forth herein, the Company will conclude, as permitted, that all employees were permitted to take rest periods.

(b) Meal Periods

1. Drivers - The Company provides at least a 30-minute meal period to employees who work more than five hours. The Company provides a second 30-minute meal period to employees who work more than 10 hours in a workday. Accordingly, drivers who work up to eight (8) to ten (10) hours in a workday shall be provided with a one (1) hour meal period. Employees who work ten (10) to twelve (12) hours shall be provided with an additional thirty (30) minute meal period.

   The meal periods shall be unpaid unless it is an "on duty" meal period. It is agreed between the Company and the Union that given the nature of the work drivers in the bargaining unit perform, they may not be relieved of all duty. Therefore the Company and the Union agree the drivers may receive a paid meal period rather than a duty-free meal period. At any time, a driver may revoke, in writing, the on-duty meal period agreement.

   There is no paid travel time for lunch. Lunches begin at the last drop prior to lunch and when you begin your drive to the first pickup after lunch. Employees must take lunch as required up to the maximum amount stated herein. On some days, due to system demand, an employee may not receive a lunch break. A lunch break, if granted, is a minimum of thirty (30) minutes.

Any driver who believes that he/she did not receive a proper meal period in accordance with this Agreement or law shall make such claim, in writing, to his or her General Manager within two days after the missed meal period occurred. Unless the Company is notified of missed meal periods in the manner and time period set forth herein, the Company will conclude, as permitted, that all drivers were permitted to take meal periods.

2. Non-Drivers – The Company provides at least a 30-minute meal period to non-drivers who work more than five hours, unless they work six or fewer hours total and are covered by the union election to waive the first meal period. The Company provides a second 30-minute meal period to employees who work more than 10 hours in a workday, unless they work twelve or fewer hours total, did not waive the first meal period, and are covered by the union election to waive the second meal period. The first thirty (30) minute meal period should be taken prior to the completion of the fifth (5th) hour of the workday. The second thirty (30) minute meal period should be taken prior to the completion of the tenth (10th) hour of the workday.

   Any non-driver who believes that he/she did not receive a proper meal period in accordance with this Agreement or law shall make such claim, in writing, to his or her General Manager within two days after the missed meal period occurred. Unless the Company is notified of missed meal periods in the manner and time period set forth herein, the Company will conclude, as permitted, that all non-drivers were permitted to take meal periods.

3. California Meal Waiver. The Union agrees on behalf of all employees in the bargaining unit to waive any meal periods to which any employee might otherwise be entitled when the employee works at least five (5) hours but not more than six (6) hours during a workday. The Union also agrees on behalf of all employees in the bargaining unit to waive any meal period to which any employee might otherwise be entitled when the employee works at least ten (10) hours but no more than twelve (12)-hours and the first meal period was duty-free. At anytime, an individual bargaining unit member may revoke, in writing, the meal waiver.

4. Arbitration of Meal and Rest Period Claims. Any and all disputes or claims alleging that one or more employees was not provided with one or more meal or rest periods in accordance with this Agreement or law, shall be subject to resolution and arbitration provisions of this Agreement.

ARTICLE XXI – TERM OF AGREEMENT

Section 1 **EFFECTIVE DATE:**

This Agreement shall be in force and effect from December 1, 2017 through 12:00 midnight. June 30, 2023.

Section 2 **NOTICE OF TERMINATION/AUTOMATIC RENEWAL:**

If neither the Union or the Company desires to modify, amend or terminate this Agreement, written notice by registered mail must be given to the other party not earlier than ninety (90) days nor later than sixty (60) days prior to such termination date. If no such notice is given, this Agreement shall be automatically renewed without change for an additional period of one (1) year, and in such event this Agreement may be terminated or renewed in like manner from year to year thereafter.

Section 3 **RENEWAL:**

It is the intent of the parties that a successor Agreement to this one shall be completed prior to the expiration date provided in Section I of this Article, and that all of the terms of such successor Agreement be agreed upon without any interruption of the Company's business and without either the Company or the Union engaging in economic activity against the other.

IN WITNESS THEREOF, the duly chosen representatives of the parties hereby affirm that they have authority to enter into this Agreement on behalf of themselves and their principals and hereto affix their hands.

2/20/2018

Patrick Domholdt
Director of Labor Relations
MV Transportation, Inc.

2/20/18

Greg Landers
Secretary-Treasurer
Teamsters Local Union No. 517

2-20-18

Gary Jenkins
Business Agent
Teamsters Local Union No. 517

Union Committee Members

Committee Member Date 2-21-18

Committee Member Date 2-21-18

Committee Member Date 2-21-18

Committee Member Date

Committee Member Date 2-21-18

Committee Member Date

Committee Member Date

Committee Member Date

Committee Member Date 2-21-18

Committee Member Date

Committee Member Date

Committee Member Date

APPENDIX "A"

CLASSIFICATIONS AND WAGES Full-time and Part-time.

Section 1: Div. 70 Visalia Driver/Dispatcher/Road Supervisor Wage Rates

DRIVER
UTILITY
WAGES

	Current	12/1/17	9/15/18	9/15/19	9/15/20	9/15/21	9/15/22
Training	$10.00	$11.00	Min. Wage	Min Wage	Min Wage	Min Wage	Min Wage
Start	$11.28	$11.73	$16.00	$16.00	$17.00	$18.00	$19.00
After 1 Year	$12.74	$13.24	$16.50	$16.50	$17.50	$18.50	$19.50
After 2 Years	$13.11	$13.64	$17.25	$17.25	$18.25	$19.25	$20.25
After 3 Years	$13.35	$13.88	$17.50	$18.50	$19.50	$20.50	$21.50
After 4 Years	$14.28	$14.85	$18.50	$19.50	$20.50	$21.50	$22.50
After 5 Years	$15.13	$15.74	$19.25	$20.25	$21.25	$22.25	$23.25
After 6 Years	$15.38	$16.00	$20.00	$20.50	$21.25	$22.50	$23.50
After 7 Years	$17.26	$17.95					
Utility	$11.01	$13.00	$14.03	$14.58	$15.31	$16.08	$16.88

Beginning September 15, 2018, Dispatchers pay will be paid $1.00 above their respective wage rate in the above wage scale and Road Supervisors will be paid $1.50 above their respective wage rate in the above wage scale.

Section 2: TCAT Driver/Dispatcher/Road Supervisor Wage Rates

DRIVER
UTILITY
WAGES

	Current	12/1/17	6/15/18	6/15/19	6/15/20	6/15/21	6/15/22
Training	$10.00	$11.00	Min. Wage	Min Wage	Min Wage	Min Wage	Min Wage
Start	$11.28	$11.73	$16.00	$16.00	$17.00	$18.00	$19.00
After 1 Year	$12.74	$13.24	$16.50	$16.50	$17.50	$18.50	$19.50
After 2 Years	$13.11	$13.64	$17.25	$17.25	$18.25	$19.25	$20.25
After 3 Years	$13.35	$13.88	$17.50	$18.50	$19.50	$20.50	$21.50
After 4 Years	$14.28	$14.85	$18.50	$19.50	$20.50	$21.50	$22.50
After 5 Years	$15.13	$15.74	$19.25	$20.25	$21.25	$22.25	$23.25

After 6 Years	**$15.38**	**$16.00**	**$20.00**	**$20.50**	**$21.50**	**$22.50**	**$23.50**
After 7 Years	**$17.26**	**$17.95**					
Utility	**$11.01**	**$13.00**	**$14.03**	**$14.58**	**$15.31**	**$16.08**	**$16.88**

Beginning June 15, 2018, Dispatchers pay will be paid $1.00 above their respective wage rate in the above wage scale and Road Supervisors will be paid $1.50 above their respective wage rate in the above wage scale.

Wage increases will be retroactive to December 1, 2017 for all hours worked for employees employed as of the date of ratification

Section 1 **NIGHT-TIME PREMIUM:**

If the current operation expands to 24 hours service, the Company shall pay a .25 cent premium per hour for all hours worked between midnight and 5:00 AM. This .25 cents per hour shall not be counted as an employees base hourly rate for the purposes of overtime calculation.

Section 2 **PAYROLL NOTES:**

Payroll Note # 1: **Minimum Rates:**

The rates of pay provided in the Table of Rates in this Appendix are minimums. No employee may be paid at a rate lower than provided for his classification. The Company may, at its option, elect to credit some or all of a driver's prior driving service or experience for the purpose of establishing a higher placement on the progression schedule. No employee shall suffer a reduction in pay rate as a result of the signing of this Agreement.

Payroll Note #2: **Driver/Trainer and Dispatcher/Classroom Trainer:**

The Company may assign an employee who, in honest business judgment, is fully qualified to perform work as a Driver/Trainer or dispatcher/Trainer and may similarly remove such employee from such assignment; provided, however, than an employee so assigned shall be paid a differential of one ($1.00) dollar per hour in addition to his regular rate of pay for all hours worked as a Driver/Trainer or dispatcher/Trainer. Assignment will be based on seniority, provided that the most senior employee has the qualifications to perform the work.

It shall be understood by the parties that classroom training can be assigned to any MV employee or outside vendor, and that classroom trainer duties are not generally a Dispatcher function. Classroom trainer duties will be assigned to dispatcher employees at the sole discretion of the Company.

Section 3 – PERFECT ATTENDANCE;

Any employee having perfect attendance during a particular year shall receive a bonus of $150.00 on the 1st pay period of the following year.

APPENDIX "B" - EMPLOYEE BENEFITS

The following benefits shall be applicable to Full-time Employees.

Full-time employee is defined as being regularly scheduled to work (32) hours per week.

I. BEREAVEMENT LEAVE

Section 1 **Bereavement Pay Eligibility**:

A non-probationary employee assigned to a classification covered by this agreement shall upon request, be granted up to three (3) days with pay for the Bereavement due to the death of an immediate family member. If the death of an immediate family member occurs out of State the non-probationary employee will be entitled to five (5) days with pay. The company shall have the right to require proof of death of the relative.

The company defines "immediate family" as the employee's spouse or registered domestic partner if pre-designated, including a partner of the same sex, parent, child, sibling; the employee's spouse's parent, child, or sibling; the employee's child's spouse, grandparents or grandchildren and step-parents.

Section 2 Bereavement Pay Calculation:

Bereavement pay as provided in this Article shall be paid at the employee's straight-time hourly rate of pay and shall be paid for the number of hours comprising the employee's current run standard.

II. HEALTH INSURANCE

Section 1 - Designation of Plans:

The Company will offer group Health, Dental and Vision benefits to all qualified employees covered by this agreement. The level of benefits shall be maintained throughout the life of the contract. It is agreed to by the parties that the union may shop for better or more economical health insurance options during the term on this agreement. Implementation of any new plan will only occur by mutual agreement of the parties.

Section 2 - **Qualified Employee Defined**:

A qualified employee shall:

A. Employees shall become qualified to participate in the plan as defined in this Article on the first (1st) day of the month following sixty (60) days of employment with the Company.

B. For purposes of this section a "Qualified Employee" is defined as an employee who is performing work covered by the terms of this Agreement and who is working an average of thirty (30) hours a week as calculated under the terms of the PPACA.

C. The parties agree that initial eligibility under the Trust for each Qualified Employee shall be provided in accordance with the provisions of the ACA.

Section 3 - **CONTRIBUTIONS**

The company shall make a contribution each month toward the Medical insurance coverage for each qualified employee enrolled in the plan in accordance with the table below. The Company may contribute more than the amounts in the table below in order to remain in compliance with the affordability provisions of the PPACA. The employee shall pay the balance of the premium through payroll deduction.

CURRENT	2019	2020
$425.00	$500.00	$550.00

Beginning January 1, 2021, there shall be a 80/20 ER/EE split for all medical insurance plans offered by the Company for all categories (i.e. EE only, EE+1, Family).

Section 4 - **EMPLOYEE ELECTIONS**

All employee elections under this Article shall be made in accordance with the plan provisions in effect at the time of election.

III. PAID HOLIDAYS

Section I **HOLIDAYS DESIGNATED:**

Subject to the provisions of Sections 2 and 3 of this Article, a Full-Time employee assigned to the classifications covered by this Agreement shall receive pay for the following holidays:

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day
Martin Luther King Jr. Day
Employee Birthday (beginning January 2020)

Section 2 **PAYMENT OF HOLIDAY PAY:**

Holiday pay as provided in this Article shall be calculated at the employee's base, straight-time rate of pay and shall be based upon the average, number of straight-time hours per day that the employee has worked during the thirty (30) day period immediately preceding payment.

Section 3 **WORK REQUIRMENTS FOR ELIGIBILITY:**

In order to be eligible to receive holiday pay as provided in this Article, an employee must work throughout the last scheduled work day prior to the holiday and the first scheduled work day following the holiday.

Section 4 **PAY FOR TIME WORKED ON A HOLIDAY:**

An employee who works on a day recognized as a holiday in this Article shall receive holiday pay plus his straight-time, hourly rate for all hours worked on the holiday. An employee who is scheduled to work on a paid holiday as defined in Section I of this Article but who does not report to work shall not receive holiday pay.

Section 5 **ALTERNATIVE HOLIDAY WORK SCHEDULE:**

The Company may elect to amend the work schedule during a week in which a paid holiday falls or during a week in which service is amended because of an unpaid holiday in order to satisfy the service requirements of its customers.

IV. VACATION / PTO

Section 1 **Schedule of Vacation Benefits:**

A full time, non-probationary employee covered by this Agreement shall begin accruing, and be able to take vacation according to the following accrual schedule:

a. Completion of probation to 12 full months of service = 2.0 Hours per pay period (40 Hours/Year)

b. 13 through 60 full months of service = 3.08 Hours per pay period (80 Hours/Year)

c. 61 through 120 full months of service = 4.62 Hours per pay period (120 Hours/Year)

d. After 120 full months of service and thereafter = 5.38 Hours per pay period (140 Hours/Year)

Upon approval, employees shall be eligible to schedule, and take vacation after completion of their probationary period

Vacation Cash-Out: Employees shall have the option of cashing out accrued vacation during the first week in June OR during the first week in November of each year up to forty (40) hours of accrued PTO without taking the time off once reaching 40 hours accrued. Vacation cash outs must be requested in writing by December 31st of the previous calendar year from the requested vacation cash out window. Failure to request vacation cash out in writing before the December 31st date shall result in denial of the cash out request. This cash-out election, once made, is irrevocable and cannot be withdrawn.

VI. TEAMSTER PENSION

Benefit time paid for but not worked, such as holidays and vacations shall be considered as time worked for the purpose of this Section.

Beginning December 1, 2011, and for each year of the agreement thereafter, the Employer agrees to pay into the Western Conference of Teamsters Pension Trust Fund the sum of ten cents (10¢) for each hour for which compensation is paid to all employees. Said amounts to be computed monthly for each employee covered by the terms of this Agreement.

VII. JURY DUTY

a) Any employee receiving notification to report for jury duty shall immediately notify the Company. Any employee who is required to report to jury duty, who submits proof of a summons to appear for jury duty and submits proof of attendance, shall receive jury duty pay for any time missed from the employee's regular work shift. Jury duty pay shall be determined by subtracting the total number of payroll hours the employee receives (inclusive of paid vacation, sick leave and holiday) without jury duty pay during the pay period in which jury duty occurs from the total number of hours the employee would have received had the employee worked their normal bid shift during the same payroll period in which jury duty occurs. In no event shall total jury duty pay for any employee exceed 40 hours per year. Notwithstanding any other provision of this Article, an employee shall not be entitled to jury duty pay if any one of the following occurs: a) The employee fails to complete any and all scheduled work during the pay period in which jury duty occurs, including any portion of any shift, other than by reason of vacation, holiday or paid sick leave;

VIII. LIFE INSURANCE

The Company will provide a life insurance policy in the amount of ten thousand (10,000) dollars for all employees. The employee must have a signed beneficiary form on file.

IX. UNIFORMS

MV Transportation will provide uniforms for all drivers. Each Driver shall receive at least three (3) pairs of pants and six (6) shirts.

Whenever any part of the uniform shows extensive wear, tear or stains, the employee shall ask for that part of the uniform to be replaced immediately.

The uniform (or any part of the uniform) is to be worn only while on duty or when traveling to or from the workplace.

X. SICK LEAVE

Beginning June 15, 2018, all employees shall receive three (3) days (twenty-four hours) per year for use after ninety (90) days of employment with the Company. Beginning January 1, 2019, the sick leave bank will be restored on the employee's anniversary date and then distributed on the employee's anniversary date thereafter. Sick Days shall be (8) hours pay at the straight time wage rate for the employee. Sick Days shall not count as hours worked for any purpose listed in this Agreement – including, but not limited to, overtime or paid time off accrual. These three days of sick leave shall be considered excused absences. Sick leave shall not be carried over from year to year and shall not be available for cash out.

Section 2 **Holiday During Vacation:**

Whenever a holiday falls during an employee's vacation, he shall receive an additional day off with pay or an additional day's pay at the discretion of the Employer. The Employer's discretion shall be exercised prior to the commencement of the employee's vacation. If the employee is to receive an additional day off with pay, it shall be granted consecutively with the employee's vacation or consecutively with a scheduled day off immediately before of after the vacation period within which the holiday falls.

APPENDIX "C"

Visalia Transit/Tulare County Transit

All parties agree that both Division 70 and Division 115 will be under the same Collective Bargaining Agreement, but will have separate seniority lists for job bidding and vacations.

Assignment of New Hires: It is also agreed that all applicants will be interviewed and given the option of hiring on with Visalia Transit or Tulare County Area Transit as follows:

a) The applicant will be made aware of the available openings.
b) The hiring process will be based on open positions and/or the need for additional or seasonal employees.

The applicant will need to choose a Division to determine if he/she is a Visalia Transit Driver or a Tulare County Area Transit Driver. Once he/she selects one of the two divisions they will be considered part of that permanent seniority list.

Assignment of Extra Board Drivers: Extra Board drivers shall be assigned pieces of work in order of seniority up to 28 hours in a week. If a driver will reach 28 hours or more, that employee will be skipped for extra board assignment. If two operators have identical hours the longer piece of work will be given to the more senior person.

Extra Work Assignment: Both Divisions shall keep an extra work signup sheet for their respective drivers. And all extra work not covered by the extra board shall be assigned to those operators in seniority who have signed up on the signup sheet. Once the sign up sheet has been exhausted, work will be offered to other employees on a seniority basis. In all cases, extra work will be always first offered to employees who have not already worked a shift on that day.

Established Wage Rates: All drivers will make their established wage of straight time or overtime when working for Visalia Transit or for Tulare County Area Transit.

APPENDIX "D" – ATTENDANCE

To maintain a productive work environment, the Company expects employees to be reliable and punctual in reporting for scheduled work. Absenteeism and tardiness place a burden on other employees and on the Company. All MV employees are required to report to work on time every day they are scheduled to work. The following policy applies to all non-probationary employees and is based on a rolling twelve (12) month time period.

Excused Absence

Excused absences are approved requests for family medical leave (FMLA), kin care (if required by state law), personal leave, jury and/or witness duty, military, bereavement, pre-arranged vacation days or any other leave protected by law. Attendance points are not issued for excused absences.

Pre-arranged vacation days will be excused if:

1-A MV "Request for Time Off" form is completed and approved by the Operations Manager, General Manager or Regional Vice President.

2-These steps are completed per the division's advance notice policy.

Unexcused Absence

Absenteeism is measured in points. Employees are required to call in for each day of work missed. All employees who will be absent or tardy are required to notify their supervisor or dispatch at least one (1) hour prior to the start of their shift. Notwithstanding the situations described below, if an absence occurs, or an employee fails to call within the appropriate time, because of a FMLA qualified serious medical condition, the employee's absence will not count as a point.

- An unexcused absence, where the employee calls in at least one (1) hour prior to the start of his/her shift, is counted as one (1) point.
- Unexcused absences up to three (3) consecutive days are counted as one (1) point, provided proper notice is given. After day three (3), each day of absence is counted as one (1) point unless the employee provides a doctor's note excusing the absence for up to a total of ten (10) days. After ten (10) days, each day absent will be counted as one (1) point. Absences exceeding ten (10) days may be considered for a leave of absence.
- Calling in less than one (1) hour in advance of your start time to report an absence or tardy is counted as one and one-half (1 ½) points.
- Failure to call more than one (1) hour but less than four (4) hours after the start of a scheduled shift for a scheduled shift is counted as three (3) points.
- An employee who fails to report for work and fails to notify the Company of his status within the first four (4) hours of the employee's scheduled shift or by the end of their

shift, whichever is sooner, is considered a no call/no show and is counted as four (4) points.

- A failure to complete the entire shift is counted as one (1) point.
- Missing a required meeting is counted as one (1) point.

Tardiness

- Arriving to work up to 15 minutes after your scheduled reporting time either for shift start or returning from rest or meal breaks is one-half (1/2) point.
- Reporting to work more than 15 minutes after a scheduled reporting time either for shift start or returning from rest or meal breaks will be counted as one (1) point.
- If an employee is tardy for their shift, the shift may be re-assigned and the employee sent home.

Disciplinary Guidelines for Attendance

Employees are allowed a maximum of seven (7) points within a rolling 12-month period before a written warning is issued. Points are removed from the employee's record 12 months after they are issued. If an employee reaches ten (10) points within a rolling 12-month period, he/she will be terminated. Any employee receiving a written warning or termination shall be notified of the discipline within five (5) business days from the date of returning to work.

Violations of more than one component of the attendance policy, will receive a single point assessment of the highest value.

The Company will give courtesy notice of attendance points on a bi-weekly basis via inclusion in payroll stub envelopes (i.e. TCAT) or mailbox. It is the responsibility of the employee to be aware of their attendance record and bring up any discrepancy via the grievance and arbitration process.

Company Meeting Attendance

We require that all employees attend Company operations meetings, which include the monthly safety meetings. Failure to attend a mandatory Company meeting will result in one attendance point.

Clean Slate

If an employee goes "point free" for a consecutive six (6) month period, his/her attendance record will be wiped clean and any prior points will not be considered as a basis for disciplinary action.

Job Abandonment

Unless otherwise prohibited by applicable law, an employee who does not report for three consecutive days' scheduled shifts and does not contact the Company during this time period

will be considered to have voluntarily resigned his or her position.

SUMMER/WINTER SEASON SEQUOIA SHUTTLE AGREEMENT
and
COLLECTIVE BARGAINING AGREEMENT ADDENDUM

To the Visalia, Division 70/115 Driver Collective Bargaining Agreement Between MV Transportation, Inc. and Teamsters Union Local 517

CBA effective dates: January 6, 2018 through June 30, 2023

Affect of Addendum, Terms and Conditions: The terms and conditions set forth in this Addendum shall modify the terms and conditions of the existing collective bargaining agreement (CBA) as they apply to the employees working out of the Company's Division 70/115, Visalia location.

Effective upon execution by the parties, the terms of this contract addendum shall supersede all relevant and applicable articles of the current CBA which deal with the terms and conditions of employment, as stated herein, except as modified by this addendum, the other terms of the CBA shall be applicable. This addendum shall also attach itself, and become part of the existing collective bargaining agreement. The term of this contract addendum shall begin with the 2018 SEKI Shuttle season, and terminate on June 30, 2023 Shuttle season.

SECTION 1 – WAGES

Drivers assigned to the operation will continue to receive regular wage increases as currently listed within "appendix A" in this Agreement.

SECTION 2 – DRIVER SELECTION CRITERIA

Visalia Transit and Tulare County Transit drivers shall be allowed to perform Sequoia Shuttle Service work according to the following qualification criteria:

- Have a minimum of one year driving experience with MV, or at least two (2) years in commercial driving.

- Standard for preventable accidents:

  a. Beginning with the 2018 SEKI Shuttle season, all employees shall have demonstrated prudence and maintained safe driving practices with no preventable accidents during the past twelve (12) months of their employment in order to be selected for SEKI Shuttle work.

- Shows strong and effective communications skills and ability to get along with their co-workers.

- Must be in well enough physical condition to handle the lower temperatures and physical work associated with winter living and driving.

  a. Physical Work may include: shoveling snow, installing tire chains, covering /uncovering vehicles and as needed

  b. Must be able to pass winter safety driving program (provided by MV) and show command of the skills and knowledge to handle winter driving conditions

  c. Be willing to relocate to the Giant Forest area during service as well as complete the service term. If winter service term is not completed, driver will become ineligible for summer service.

- Can be flexible to service demands changes.

- Operates well with minimal supervision.

- Seniority – If applicable, work opportunity will be offered from a single seniority list combining Divisions 70 & 115.

- Positions unfilled by the application process shall be selected from seasonal employee hires.

- Seasonal driver applicants must have maintained an appropriate CDL license for the last twenty-four (24) months without a preventable accident. These applicants shall also be subject to all pre-employment screening criteria in place at the time of hire. It is understood that outside applicants are seasonal employees and time engaged in SEKI operations will not be considered for seniority within the bargaining unit should the employee desire to continue on as a Div 70 or Div 115 employee. At least two references must be verified to insure that attendance and customer service requirements have not been violated during the past 12 months.

- Positions either unfilled by the application process and seasonal drivers or becoming vacant shall be offered in the following order subject to client approval: (1) remaining applicants then (2) any existing division employees not meeting the criteria. Nothing in this Section shall prohibit the Company from assigning drivers who have completed a minimum of eight (8) hours of behind the wheel training for SEKI. These assignments will typically be made in the event of an immediate or urgent demand for service, or in the absence of normally assigned drivers. However, the Company reserves the right to assign drivers to meet operational demands as determined by the Company.

SECTION 3 - TERMINATION

Drivers who are terminated for just cause from operating the SEQUOIA shuttle for disciplinary reasons will be considered as terminated from MV per terms of this Agreement, and such termination shall be subject to the terms of the grievance procedure contained herein.

In the event that a qualified Sequoia Shuttle driver fails to maintain the above criteria, but is allowed to continue employment with MV, the employee will return to VT or T-Cat service and be placed on the extra board with days off and start times similar to the SEQUOIA schedule. However, assigned hours will be paid as the daily assignment permits, until the next general bid.

SECTION 4 - SENIORITY

Work originating at the Mountain: Only employees, who chose to reside on the Mountain, or choose to commute at their own expense, will be eligible for this work assignment. Once confirmed as qualified, applicants will be considered for assignment on a seniority basis. If an insufficient number of Division 70/115 employees volunteer for this assignment, the Company will assign this work to seasonal drivers.

Work originating at the Visalia Office: Once confirmed as qualified, applicants will be considered for this work assignment on a seniority basis.

SECTION 5 – SEQUOIA SHUTTLE COMMITMENT

Upon acceptance, Drivers selected to work the SEQUOIA shuttle must complete the service for the reminder of the season, unless the driver selects another work opportunity through the bid process contained herein. Seasonal drivers who do not complete their assignment shall have their employment terminated and not be eligible for rehire. The parties agree that violation of this section shall constitute just cause for termination.

SECTION 6 – EXTRA BOARD ASSIGNMENT

Extra board drivers may be assigned open work for the SEQUOIA Shuttle provided they have not been rejected as a SEQUOIA driver. If so, the work will be offered to the next person in seniority order. If the client (VT) requests that External Shuttle routes depart subject to rider-ship, the External Shuttle will be covered under a separate SEKI extra-board. In the event that an assignment does not have sufficient ridership to meet client requirements, the run may be cancelled and the driver will be re-scheduled accordingly. If no assignments are available the driver will be guaranteed at least four hours pay.

SECTION 7 – BIDDING

Successful bidders for SEKI Shuttle work, originating at the Mountain or Visalia dispatch offices shall not be eligible to participate in a general bid until the conclusion of their SEKI Shuttle assignment. However, bidding for open pieces of work shall be conducted in accordance with the CBA. All vacancies at Division 70

and 115 will be posted at both locations Visalia dispatch office and Mountain dispatch office and SEKI drivers shall be eligible to participate in these bidding processes. In the event a route ends early for the day, the driver will be offered work to finish his/her route time, if work is available

There shall be no modifications of bids that become open after the original bidding. If there are modifications to original bid then it needs to be re-bid. There shall be no bumping. If a bid ends early, that employee will be placed on the extra board at VT/T-CAT until the next master bid. Any bid that is discontinued by the company or client, that employee will be place on the extra board at VT/T-CAT.

Paddles shall be made available at the same time as the bid posting.

All efforts will be made to make the fixed route General Bid coincides with the termination of the Sequoia Shuttle season. At that time, Sequoia drivers shall be allowed to participate in the general bid as listed in Article 13 of the CBA.

Prior to each season, the Union and Company will establish the parameters for internal SEQUOIA bids subject to third party restrictions.

SECTION 8 – OVERTIME/EXTRA WORK

OVERTIME

Mountain based, and Visalia based Sequoia shuttle overtime shall be assigned separately. And work in these two groups will first be offered to approved/qualified SEKI drivers who normally perform the work in one of these two groups in order of seniority. Once the list of SEKI drivers for a particular group has been exhausted, remaining overtime will be offered to qualified members of the general driver base.

Definition:

1. Approved/Qualified Drivers = Part of the original pool of drivers who are qualified, and have been approved to perform SEKI Shuttle work.
2. General Base Drivers = Drivers that are qualified to perform SEKI Shuttle work, but were not part of the original pool of drivers who the Company approved to perform the work.

EXTRA WORK

The Company shall post an "Extra Work" list for the assignment of all extra work on the mountain. Employees may sign up for extra work on a weekly basis. Extra work shall be assigned by seniority amongst the employees who are qualified to perform the work, and who have signed up on the "extra work" list for that week.

SECTION 9 – REPORT LOCATION

All work assignments, pay hours will start at the mountain dispatch office or Visalia dispatch office. All drivers or runs scheduled to depart from the Visalia office will require that the driver clock in and out at the Visalia dispatch office. Once on the mountain, this service will blend into the park shuttle service.

All drivers or runs scheduled to depart from the mountain office will require that the driver clock in and out at the Mountain dispatch office. This will include the Waksachi and Giant Forest runs. In the event that the VT or T-Cat employee desires to select these work pieces, the employee must report to the dispatch office.

SECTION 10 – LODGING/PER-DIEM

The following shall apply only to those employees who elect to live on the mountain:

1. Lodging will be provided at no cost.
2. Employees shall be paid per-diem at the prevailing company rate, or $35.00 per day, whichever is higher.
3. Employees shall not receive per diem for any day on which they did not spend the previous night on the mountain.
4. There shall be one trailer per campsite. Trailers shall be in good working order, working plumbing, hot water, stove, refrigerator, heater, AC, mattress and cleaning supplies. Drivers will be able to pick by seniority their trailer and a spot for their trailer before anyone. If a trailer is deemed unlivable with major repair issues and cannot be repaired within 72 hours the company will attempt to find alternative housing option with the National Park Service or the City of Visalia. If there is on alternative housing available the operator will be required to travel until original or alternative housing is available and will continue to receive per-diem while traveling until housing becomes available.

5. Pest control once a month by a professional. As requested within reason.
6. At the end of the season there shall be adequate time to move out (24 hours).

SECTION 11 – SENIORITY DATE

Outside employees, although seasonal, will make arrangements with the Teamsters Local 517 for representation. If at the end of the season, an employee wishes to continue with either Div 70 or Div 115, the time served on the mountain will not be considered as time in Seniority unless both the company and union agrees to an adjusted seniority date. Membership arrangements pursuant to Article II of the current CBA shall apply to all SEKI drivers.

SECTION 12 – WORK ASSIGNMENTS

Drivers will only be used to dispatch in emergency situations and no longer than 10 business days.

SECTION 13 – MISCELLANEOUS

1. There shall be a posting with the definitions of the check stub.
2. There shall be a Mechanic on the mountain every day. (Company intent, with the exception of emergencies).
3. The Employer shall provide a canopy, refrigerator, fan and water cooler at the mountain dispatch office.

APPENDIX "A"

CLASSIFICATIONS AND WAGES Full-time and Part-time Drivers.

	Current	12/1/2017	9/15/2018	9/15/2019	9/15/2020	9/15/2021	9/15/2022
Start	**$13.00**	**$13.48**	**$17.75**	**$17.75**	**$18.75**	**$19.75**	**$20.75**
After 1 Year	**$14.46**	**$14.99**	**$18.25**	**$18.25**	**$19.25**	**$20.25**	**$21.25**

After 2 Years	**$14.84**	**$15.39**	**$19.00**	**$19.00**	**$20.00**	**$21.00**	**$22.00**
After 3 Years	**$14.96**	**$15.63**	**$19.25**	**$20.25**	**$21.25**	**$22.25**	**$23.25**
After 4 Years	**$16.03**	**$16.60**	**$20.25**	**$21.25**	**$22.25**	**$23.25**	**$24.25**
After 5 Years	**$16.88**	**$17.49**	**$21.00**	**$22.00**	**$23.00**	**$24.00**	**$25.00**
After 6 Years	**$17.13**	**$17.75**	**$21.75**	**$22.25**	**$23.00**	**$24.25**	**$25.25**
After 7 Years	**$19.02**	**$19.70**					

Equal members of the Company and Union will meet to discuss and possibly mutually agree to vacation bidding process and selection through a vacation committee to meet at a reasonable time prior to the bid.

SECTION 15 – REOPENER

If during the life of this agreement, the Client makes demands for changes in the scope, type, or funding for the SEKI Shuttle contract, the parties agree to meet and bargain over the effects of those changes. Only the Sections of this contract addendum that are affected by the Clients demands shall be open for discussion, unless mutually agreed to by the parties.

SECTION 16 – SUCCESSOR AGREEMENT

It is the intent of the parties that the Company shall consider SEKI Shuttle work to involve bargaining unit drivers from Division 70, and 115 each year/season that MV Transportation gets that work. And the Company agrees to continue to bargain with the union for future SEKI Shuttle revenue contracts that may begin after the expiration of this contract addendum

For the Company
Patrick Domholdt
Director of Labor Relations

2/20/2018
Date

For the Union
Greg Landers
Secretary Treasurer

2/20/18
Date

MEMORANDUM OF AGREEMENT & EXTENSION AGREEMENT

This Agreement is entered into by, and between, Amalgamated Transit Union Local No. 1027 ("Union") and MV Transportation, Inc. ("Company").

WHEREAS, the Union and Company are parties to a collective bargaining agreement ("CBA") that expires on June 30, 2019 at the Company's Hanford Division;

WHEREAS, the parties have previously negotiated rates;

WHEREAS, the Company desires to increase the Driver Wage Scale in order to attract and retain employees;

WHEREAS, the Company desires to extend the terms and conditions of the current collective bargaining agreement ("CBA") to June 30, 2023;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. Article 16 – Wages in the current CBA is as follows:

ARTICLE 16- WAGES

Section 16.1 - Wage Rates

Drivers

Effective the date of ratification, the training rate will be minimum wage. The starting rate will increase to $11.00. All employees below $11.00 will increase to $11.00. Drivers above four years of service will receive a 3.5% wage increase to their current wage rate.

Effective July 1, 2017, all drivers will receive a 3.0% increase to their current wage rate. The starting rate will remain at $11.00.

Effective July 1, 2018, all drivers correspond to one of the wage rates set forth below based on years of service.

To the extent the minimum wage is higher than any of the wage rates, the minimum wage will replace that corresponding wage rate.

DRIVER WAGES

	7/1/2018
Training	$11.00
Starting	$11.50
After 1 Year	$12.50

After 2 Years	**$13.00**
After 3 Years	**$13.50**
After 4 Years	**$14.00**
After 5 Years	**$14.50**
After 6 Years	**$15.00**
After 7 Years	**$15.50**
8+	**$16.50**

Dispatchers

Effective the date of ratification, dispatchers with over four (4) years of service receive a 3.50% wage increase. Any dispatcher below $11.00 will increase to $11.00.

Effective July 1, 2017, dispatchers will receive a 3.00% wage increase. The starting rate will remain at $11.00.

Effective July 1, 2018, the dispatchers shall correspond to the wage rates set below based on years of service. Any employees above the existing wage rate scale will receive a 5% wage increase.

DISPATCHER WAGES

	7/1/2018
Training	**$12.00**
Starting	**$12.50**
After 1 Year	**$13.50**
After 2 Years	**$14.00**
After 3 Years	**$14.50**
After 4 Years	**$15.00**
After 5 Years	**$15.50**
After 6 Years	**$16.00**
After 7 Years	**$16.50**
8+	**$17.50**

2. Effective June 15, 2018, Article 16 will be replaced with the following:

ARTICLE 16- WAGES

Section 16.1 - Wage Rates

Drivers

~~Effective the date of ratification, t~~The training rate will be minimum wage. ~~The starting rate will increase to $11.00. All employees below $11.00 will increase to $11.00. Drivers above four years of service will receive a 3.5% wage increase to their current wage rate.~~

~~Effective July 1, 2017, all drivers will receive a 3.0% increase to their current wage rate. The starting rate will remain at $11.00.~~

Effective June 15~~ly 1~~, 2018, all drivers correspond to one of the wage rates set forth below based on years of service.

To the extent the minimum wage is higher than any of the wage rates, the minimum wage will replace that corresponding wage rate.

DRIVER WAGES

	6/15/2018	6/15/2019	6/15/2020	6/15/2021	6/15/2022
Training	Min Wage	Min Wage	Min Wage	Min Wage	Min Wage
Start	$16.00	$16.00	$17.00	$18.00	$19.00
After 1 Year	$16.50	$16.50	$17.50	$18.50	$19.50
After 2 Years	$17.25	$17.25	$18.25	$19.25	$20.25
After 3 Years	$17.50	$18.50	$19.50	$20.50	$21.50
After 4 Years	$18.50	$19.50	$20.50	$21.50	$22.50
After 5 Years	$19.25	$20.25	$21.25	$22.25	$23.25
After 6 Years	$20.00	$20.50	$21.50	$22.50	$23.50

Dispatchers

~~Effective the date of ratification, dispatchers with over four (4) years of service receive a 3.50% wage increase. Any dispatcher below $11.00 will increase to $11.00.~~

~~Effective July 1, 2017, dispatchers will receive a 3.00% wage increase. The starting rate will remain at $11.00.~~

Effective June 15~~ly 1~~, 2018, the dispatchers shall correspond to the wage rates set below based on years of service. ~~Any employees above the existing wage rate scale will receive a 5% wage increase.~~

DISPATCHER WAGES

	6/15/2018	6/15/2019	6/15/2020	6/15/2021	6/15/2022
0-6 Months	$17.00	$17.00	$18.00	$19.00	$20.00
After 6 Months	$17.00	$17.00	$18.00	$19.00	$20.00
After 1 Year	$17.50	$17.50	$18.50	$19.50	$20.50
After 2 Years	$18.25	$18.25	$19.25	$20.25	$21.25
After 3 Years	$18.50	$19.50	$20.50	$21.50	$22.50
After 4 Years	$19.50	$20.50	$21.50	$22.50	$23.50
After 5 Years	$20.25	$21.25	$22.25	$23.25	$24.25
After 6 Years	$21.00	$21.50	$22.50	$23.50	$24.50

3. The parties also agree to modify Section 23.1 to extend the term of the CBA through midnight June 30, 2023 instead of June 30, 2019.

4. Additionally, Section 18.2 shall include the vacation accrual, "10 Year anniversary: 4.62 Hours/Pay Period" which is the current practice that was inadvertently omitted from the current CBA.

5. Except for the above changes, the current agreement including all other terms and conditions of employment remain in full force and effect through the new term of the CBA.

All parties have read and understood this Agreement and acknowledge their understanding and acceptance by signing below.

Patt Domholdt 1/4/2018

Patrick Domholdt Date
MV Transportation, Inc.

1-5-18

Al Munoz Date
ATU Local 1027

MEMORANDUM OF AGREEMENT & EXTENSION AGREEMENT

This Agreement is entered into by, and between, Amalgamated Transit Union Local No. 1027 ("Union") and MV Transportation, Inc. ("Company").

WHEREAS, the Union and Company are parties to a collective bargaining agreement ("CBA") that expires on June 30, 2019 at the Company's Tulare Division;

WHEREAS, the parties have previously negotiated rates;

WHEREAS, the Company desires to increase the Driver Wage Scale in order to attract and retain employees;

WHEREAS, the Company desires to extend the terms and conditions of the current collective bargaining agreement ("CBA") to June 30, 2023;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. Article 16 – Wages in the current CBA is as follows:

ARTICLE 16- WAGES

Section 16.1 - Wage Rates
All annual wage increases shall be effective in accordance with the wage tables dates below. Seniority increases shall occur on the employee's anniversary date each year as applicable. All wage rate increases will be retroactive to 11/1/2016 for all hours worked for all employees employed as of the date of ratification.

DRIVER WAGES

	CURRENT	11/1/2016	11/1/2017	7/1/2018
Training	$10.00	$10.50	$11.00	$12.00
0-6 Months	$10.78	$11.16	$11.44	$13.55
After 6 Months	$11.05	$11.16	$11.44	$13.55
After 1 Year	$11.31	$11.42	$11.66	$13.76
After 2 Years	$11.87	$11.99	$12.14	$14.37
After 3 Years	$12.40	$12.52	$12.68	$14.90
After 4 Years	$12.96	$13.09	$13.25	$15.46
After 5 Years	$13.29	$13.42	$13.59	$15.79
After 6 Years	$16.45	$16.93	$16.98	$18.62

DISPATCHER WAGES

	CURRENT	11/1/2016	11/1/2017	7/1/2018

0-6 Months	$12.16	$12.28	$12.40	$13.00
After 6 Months	$13.21	$13.34	$13.48	$13.50
After 1 Year	$13.58	$13.72	$13.85	$14.00
After 2 Years	$13.99	$14.13	$14.27	$14.50
After 3 Years	$14.43	$14.57	$14.72	$15.00
After 4 Years	$14.88	$15.03	$15.18	$15.50
After 5 Years	$15.36	$15.51	$15.67	$16.00
After 6 Years	$16.02	$16.18	$16.34	$17.50

FUELER / SERVICE WORKER WAGES

	CURRENT	11/1/2016	11/1/2017	7/1/2018
0-6 Months	$10.14	$10.50	$11.00	$12.00
After 6 Months	$10.62	$10.73	$11.25	$12.50
After 1 Year	$10.95	$11.06	$11.50	$12.75
After 2 Years	$11.28	$11.39	$11.75	$13.00
After 3 Years	$11.83	$11.95	$12.00	$13.00

2. Effective June 15, 2018, Article 16 will be replaced with the following:

ARTICLE 16- WAGES

Section 16.1 - Wage Rates

All annual wage increases shall be effective in accordance with the wage tables dates below. Seniority increases shall occur on the employee's anniversary date each year as applicable. ~~All wage rate increases will be retroactive to 11/1/2016 for all hours worked for all employees employed as of the date of ratification~~.

DRIVER WAGES

	11/1/2017	6/15/2018	6/15/2019	6/15/2020	6/15/2021	6/15/2022
Training	$11.00	Min Wage	Min Wage	Min Wage	Min Wage	Min Wage
Start	$11.44	$16.00	$16.00	$17.00	$18.00	$19.00
After 1 Year	$11.66	$16.50	$16.50	$17.50	$18.50	$19.50
After 2 Years	$12.14	$17.25	$17.25	$18.25	$19.25	$20.25
After 3 Years	$12.68	$17.50	$18.50	$19.50	$20.50	$21.50
After 4 Years	$13.25	$18.50	$19.50	$20.50	$21.50	$22.50
After 5 Years	$13.59	$19.25	$20.25	$21.25	$22.25	$23.25

After 6 Years	$16.98	$20.00	$20.50	$21.50	$22.50	$23.50

DISPATCHER WAGES

	11/1/2017	6/15/2018	6/15/2019	6/15/2020	6/15/2021	6/15/2022
0-6 Months	$12.40	$17.00	$17.00	$18.00	$19.00	$20.00
After 6 Months	$13.48	$17.00	$17.00	$18.00	$19.00	$20.00
After 1 Year	$13.85	$17.50	$17.50	$18.50	$19.50	$20.50
After 2 Years	$14.27	$18.25	$18.25	$19.25	$20.25	$21.25
After 3 Years	$14.72	$18.50	$19.50	$20.50	$21.50	$22.50
After 4 Years	$15.18	$19.50	$20.50	$21.50	$22.50	$23.50
After 5 Years	$15.67	$20.25	$21.25	$22.25	$23.25	$24.25
After 6 Years	$16.34	$21.00	$21.50	$22.50	$23.50	$24.50

FUELER / SERVICE WORKER WAGES

	11/1/2017	6/15/2018	6/15/2019	6/15/2020	6/15/2021	6/15/2022
0-6 Months	$11.00	$14.03	$14.58	$15.31	$16.08	$16.88
After 6 Months	$11.25	$	$	$	$	$
After 1 Year	$11.50	$	$	$	$	$
After 2 Years	$11.75	$	$	$	$	$
After 3 Years	$12.00	$	$	$	$	$

Effective June 15, 2018, all Fueler/Service Workers will go to one rate.

3. The parties also agree to modify Section 23.1 to extend the term of the CBA through midnight June 30, 2023 instead of June 30, 2019.

4. Except for the above changes, the current agreement including all other terms and conditions of employment remain in full force and effect through the new term of the CBA.

All parties have read and understood this Agreement and acknowledge their understanding and acceptance by signing below.

Patrick Domholdt — 1/4/2018
Patrick Domholdt — Date
MV Transportation, Inc.

Al Munoz — 1-5-18
Al Munoz — Date
ATU Local 1027

MEMORANDUM OF AGREEMENT & EXTENSION AGREEMENT

This Agreement is entered into by, and between, Amalgamated Transit Union Local No. 1027 ("Union") and MV Transportation, Inc. ("Company").

WHEREAS, the Union and Company are parties to a collective bargaining agreement ("CBA") that expires on June 30, 2019 at the Company's Hanford Division;

WHEREAS, the parties have previously negotiated rates;

WHEREAS, the Company desires to increase the Driver Wage Scale in order to attract and retain employees;

WHEREAS, the Company desires to extend the terms and conditions of the current collective bargaining agreement ("CBA") to June 30, 2023;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. Article 16 – Wages in the current CBA is as follows:

ARTICLE 16- WAGES

Section 16.1 - Wage Rates

Drivers

Effective the date of ratification, the training rate will be minimum wage. The starting rate will increase to $11.00. All employees below $11.00 will increase to $11.00. Drivers above four years of service will receive a 3.5% wage increase to their current wage rate.

Effective July 1, 2017, all drivers will receive a 3.0% increase to their current wage rate. The starting rate will remain at $11.00.

Effective July 1, 2018, all drivers correspond to one of the wage rates set forth below based on years of service.

To the extent the minimum wage is higher than any of the wage rates, the minimum wage will replace that corresponding wage rate.

DRIVER WAGES

	7/1/2018
Training	$11.00
Starting	$11.50
After 1 Year	$12.50

After 2 Years	**$13.00**
After 3 Years	**$13.50**
After 4 Years	**$14.00**
After 5 Years	**$14.50**
After 6 Years	**$15.00**
After 7 Years	**$15.50**
8+	**$16.50**

Dispatchers

Effective the date of ratification, dispatchers with over four (4) years of service receive a 3.50% wage increase. Any dispatcher below $11.00 will increase to $11.00.

Effective July 1, 2017, dispatchers will receive a 3.00% wage increase. The starting rate will remain at $11.00.

Effective July 1, 2018, the dispatchers shall correspond to the wage rates set below based on years of service. Any employees above the existing wage rate scale will receive a 5% wage increase.

DISPATCHER WAGES

	7/1/2018
Training	**$12.00**
Starting	**$12.50**
After 1 Year	**$13.50**
After 2 Years	**$14.00**
After 3 Years	**$14.50**
After 4 Years	**$15.00**
After 5 Years	**$15.50**
After 6 Years	**$16.00**
After 7 Years	**$16.50**
8+	**$17.50**

2. Effective June 15, 2018, Article 16 will be replaced with the following:

ARTICLE 16- WAGES

Section 16.1 - Wage Rates

Drivers

~~Effective the date of ratification, t~~The training rate will be minimum wage. ~~The starting rate will increase to $11.00. All employees below $11.00 will increase to $11.00. Drivers above four years of service will receive a 3.5% wage increase to their current wage rate.~~

~~Effective July 1, 2017, all drivers will receive a 3.0% increase to their current wage rate. The starting rate will remain at $11.00.~~

Effective June 15~~ly 1~~, 2018, all drivers correspond to one of the wage rates set forth below based on years of service.

To the extent the minimum wage is higher than any of the wage rates, the minimum wage will replace that corresponding wage rate.

DRIVER WAGES

	6/15/2018	6/15/2019	6/15/2020	6/15/2021	6/15/2022
Training	Min Wage	Min Wage	Min Wage	Min Wage	Min Wage
Start	$16.00	$16.00	$17.00	$18.00	$19.00
After 1 Year	$16.50	$16.50	$17.50	$18.50	$19.50
After 2 Years	$17.25	$17.25	$18.25	$19.25	$20.25
After 3 Years	$17.50	$18.50	$19.50	$20.50	$21.50
After 4 Years	$18.50	$19.50	$20.50	$21.50	$22.50
After 5 Years	$19.25	$20.25	$21.25	$22.25	$23.25
After 6 Years	$20.00	$20.50	$21.50	$22.50	$23.50

Dispatchers

~~Effective the date of ratification, dispatchers with over four (4) years of service receive a 3.50% wage increase. Any dispatcher below $11.00 will increase to $11.00.~~

~~Effective July 1, 2017, dispatchers will receive a 3.00% wage increase. The starting rate will remain at $11.00.~~

Effective June 15~~ly 1~~, 2018, the dispatchers shall correspond to the wage rates set below based on years of service. ~~Any employees above the existing wage rate scale will receive a 5% wage increase.~~

DISPATCHER WAGES

	6/15/2018	6/15/2019	6/15/2020	6/15/2021	6/15/2022
0-6 Months	$17.00	$17.00	$18.00	$19.00	$20.00
After 6 Months	$17.00	$17.00	$18.00	$19.00	$20.00
After 1 Year	$17.50	$17.50	$18.50	$19.50	$20.50
After 2 Years	$18.25	$18.25	$19.25	$20.25	$21.25
After 3 Years	$18.50	$19.50	$20.50	$21.50	$22.50
After 4 Years	$19.50	$20.50	$21.50	$22.50	$23.50
After 5 Years	$20.25	$21.25	$22.25	$23.25	$24.25
After 6 Years	$21.00	$21.50	$22.50	$23.50	$24.50

3. The parties also agree to modify Section 23.1 to extend the term of the CBA through midnight June 30, 2023 instead of June 30, 2019.

4. Additionally, Section 18.2 shall include the vacation accrual, "10 Year anniversary: 4.62 Hours/Pay Period" which is the current practice that was inadvertently omitted from the current CBA.

5. Except for the above changes, the current agreement including all other terms and conditions of employment remain in full force and effect through the new term of the CBA.

All parties have read and understood this Agreement and acknowledge their understanding and acceptance by signing below.

Patt Domholdt 1/4/2018

Patrick Domholdt Date
MV Transportation, Inc.

1-5-18

Al Munoz Date
ATU Local 1027

MEMORANDUM OF AGREEMENT & EXTENSION AGREEMENT

This Agreement is entered into by, and between, Amalgamated Transit Union Local No. 1027 ("Union") and MV Transportation, Inc. ("Company").

WHEREAS, the Union and Company are parties to a collective bargaining agreement ("CBA") that expires on June 30, 2019 at the Company's Tulare Division;

WHEREAS, the parties have previously negotiated rates;

WHEREAS, the Company desires to increase the Driver Wage Scale in order to attract and retain employees;

WHEREAS, the Company desires to extend the terms and conditions of the current collective bargaining agreement ("CBA") to June 30, 2023;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. Article 16 – Wages in the current CBA is as follows:

ARTICLE 16- WAGES

Section 16.1 - Wage Rates
All annual wage increases shall be effective in accordance with the wage tables dates below. Seniority increases shall occur on the employee's anniversary date each year as applicable. All wage rate increases will be retroactive to 11/1/2016 for all hours worked for all employees employed as of the date of ratification.

DRIVER WAGES

	CURRENT	11/1/2016	11/1/2017	7/1/2018
Training	$10.00	$10.50	$11.00	$12.00
0-6 Months	$10.78	$11.16	$11.44	$13.55
After 6 Months	$11.05	$11.16	$11.44	$13.55
After 1 Year	$11.31	$11.42	$11.66	$13.76
After 2 Years	$11.87	$11.99	$12.14	$14.37
After 3 Years	$12.40	$12.52	$12.68	$14.90
After 4 Years	$12.96	$13.09	$13.25	$15.46
After 5 Years	$13.29	$13.42	$13.59	$15.79
After 6 Years	$16.45	$16.93	$16.98	$18.62

DISPATCHER WAGES

	CURRENT	11/1/2016	11/1/2017	7/1/2018

0-6 Months	$12.16	$12.28	$12.40	$13.00
After 6 Months	$13.21	$13.34	$13.48	$13.50
After 1 Year	$13.58	$13.72	$13.85	$14.00
After 2 Years	$13.99	$14.13	$14.27	$14.50
After 3 Years	$14.43	$14.57	$14.72	$15.00
After 4 Years	$14.88	$15.03	$15.18	$15.50
After 5 Years	$15.36	$15.51	$15.67	$16.00
After 6 Years	$16.02	$16.18	$16.34	$17.50

FUELER / SERVICE WORKER WAGES

	CURRENT	11/1/2016	11/1/2017	7/1/2018
0-6 Months	$10.14	$10.50	$11.00	$12.00
After 6 Months	$10.62	$10.73	$11.25	$12.50
After 1 Year	$10.95	$11.06	$11.50	$12.75
After 2 Years	$11.28	$11.39	$11.75	$13.00
After 3 Years	$11.83	$11.95	$12.00	$13.00

2. Effective June 15, 2018, Article 16 will be replaced with the following:

ARTICLE 16- WAGES

Section 16.1 - Wage Rates

All annual wage increases shall be effective in accordance with the wage tables dates below. Seniority increases shall occur on the employee's anniversary date each year as applicable. ~~All wage rate increases will be retroactive to 11/1/2016 for all hours worked for all employees employed as of the date of ratification~~.

DRIVER WAGES

	11/1/2017	6/15/2018	6/15/2019	6/15/2020	6/15/2021	6/15/2022
Training	$11.00	Min Wage	Min Wage	Min Wage	Min Wage	Min Wage
Start	$11.44	$16.00	$16.00	$17.00	$18.00	$19.00
After 1 Year	$11.66	$16.50	$16.50	$17.50	$18.50	$19.50
After 2 Years	$12.14	$17.25	$17.25	$18.25	$19.25	$20.25
After 3 Years	$12.68	$17.50	$18.50	$19.50	$20.50	$21.50
After 4 Years	$13.25	$18.50	$19.50	$20.50	$21.50	$22.50
After 5 Years	$13.59	$19.25	$20.25	$21.25	$22.25	$23.25

After 6 Years	$16.98	$20.00	$20.50	$21.50	$22.50	$23.50

DISPATCHER WAGES

	11/1/2017	6/15/2018	6/15/2019	6/15/2020	6/15/2021	6/15/2022
0-6 Months	$12.40	$17.00	$17.00	$18.00	$19.00	$20.00
After 6 Months	$13.48	$17.00	$17.00	$18.00	$19.00	$20.00
After 1 Year	$13.85	$17.50	$17.50	$18.50	$19.50	$20.50
After 2 Years	$14.27	$18.25	$18.25	$19.25	$20.25	$21.25
After 3 Years	$14.72	$18.50	$19.50	$20.50	$21.50	$22.50
After 4 Years	$15.18	$19.50	$20.50	$21.50	$22.50	$23.50
After 5 Years	$15.67	$20.25	$21.25	$22.25	$23.25	$24.25
After 6 Years	$16.34	$21.00	$21.50	$22.50	$23.50	$24.50

FUELER / SERVICE WORKER WAGES

	11/1/2017	6/15/2018	6/15/2019	6/15/2020	6/15/2021	6/15/2022
0-6 Months	$11.00	$14.03	$14.58	$15.31	$16.08	$16.88
After 6 Months	$11.25	$	$	$	$	$
After 1 Year	$11.50	$	$	$	$	$
After 2 Years	$11.75	$	$	$	$	$
After 3 Years	$12.00	$	$	$	$	$

Effective June 15, 2018, all Fueler/Service Workers will go to one rate.

3. The parties also agree to modify Section 23.1 to extend the term of the CBA through midnight June 30, 2023 instead of June 30, 2019.

4. Except for the above changes, the current agreement including all other terms and conditions of employment remain in full force and effect through the new term of the CBA.

All parties have read and understood this Agreement and acknowledge their understanding and acceptance by signing below.

Patrick Domholdt — 1/4/2018
Patrick Domholdt — Date
MV Transportation, Inc.

Al Munoz — 1-5-18
Al Munoz — Date
ATU Local 1027

AGREEMENT
BETWEEN

MV TRANSPORTATION, INC.
Tulare, CA

AND

AMALGAMATED TRANSIT UNION
LOCAL 1027

Effective:
July 1, 2016 - June 30, 2019

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AGREEMENT

This Agreement is entered into between MV Transportation Inc. (hereafter "Company") and the Amalgamated Transit Union, Local 1027 (hereinafter "ATU"), has as its purpose: The establishment of wages, hours of work, and other terms and conditions of employment. In the event ATU or the Company becomes aware of a practice, procedure, or activity which is not in compliance with this Agreement, then notwithstanding such practice, procedure, or activity, the parties shall immediately comply with the applicable provision of the agreement, rule, regulation, or statute.

ARTICLE 1
RECOGNITION

Section 1.1 - Recognition of the ATU:
The Company recognizes ATU as the exclusive representative of "employees" as defined in Section 1.2 of this Article for purposes of collective bargaining with respect to rates of pay, hours of work and other conditions of employment for all such employees.

Section 1.2 - Definition of Employees:
Whenever used in this Agreement, the term "employee(s)" shall mean:

INCLUDED: All full-time and regular part-time Dispatchers, Drivers, and Service Workers employed by the Employer at or out of its Tulare, California facility, who perform work under the Employer's contract(s) with the City of Tulare, California.

EXCLUDED: All clerical, professional and confidential employees, Road Supervisors, Dispatch Supervisors, Driver Development and Safety Supervisors(dds), Maintenance Supervisors, Administrative Assistants, mechanics, guards, and supervisors as defined in the Act.

Section 1.3 – Definition of Probationary Employee:
An employee who has never accrued seniority under this Agreement or predecessor agreements between the Company and ATU, or an employee rehired after termination of seniority shall be on "probationary" status for ninety (90) calendar days. The discipline or discharge of an employee who is in a probationary status shall not be in violation of this Agreement.

Section 1.4 - Job Classes:
The classification of jobs as described in Section 1.2 of this Agreement are defined as follows:

a) A regular full-time employee is defined as an employee regularly scheduled to work thirty-five (35) hours or more in a workweek.

b) A regular part-time employee is defined an employee regularly scheduled to work at

least sixteen (16) hours but less than thirty-five (35) hours in a work week, however, the Company may schedule a part-time employee less than sixteen (16) hours in a work week upon the request of the employee. From time to time, part-time employees may be required to work more than thirty-five (35) hours in a workweek to meet unusually high service demands or other unusual situations. If a part-time employee works thirty-five (35) or more hours in a workweek, each week for four (4) consecutive weeks, the Company agrees to grant that employee full time status with the exception of temporary vacancies as stated in Section 14.5. When an employee works less than thirty-five (35) hours in a workweek for six (6) consecutive weeks, that employee shall be moved/returned to part-time status.

c) An extra-board driver is defined as an part-time employee that is regularly scheduled to work at least sixteen (16) hours but less than twenty-eight (28) hours in a work week, however, the Company may schedule an extra-board driver less than sixteen (16) hours in a work week upon the Company and employee. From time to time, extra-board part-time employees may be required to work more than twenty-eight (28) hours in a work week to meet unusually high service demands or other unusual situations. After working their twenty-eight (28) hours they can sign up for extra work from the Extra Work list based upon seniority.

d) When a full-time vacancy occurs, as determined by the Company, it shall first be offered to a part-time employee in seniority order before non-employee applicants are considered. Employees may elect to remain part-time, if they so desire.

ARTICLE 2 SCOPE OF AGREEMENT

Section 2.1 - Separability:
Should any Article, Section or portion of this Agreement be determined to be in conflict with established law and unenforceable by a court of competent jurisdiction, such decision shall apply only to the specific Article, Section or portion thereof directly specified in the decision. Upon issuance of the decision, the parties agree to immediately negotiate a substitute for the invalid Articles, Sections or portions of this Agreement, which are not affected by such decision.

Section 2.2 - Waiver of Bargaining Rights and Amendments to Agreement.
During the negations resulting in this Agreement, the Company and ATU each had the unlimited right and opportunity to make demands and proposals with respect to any matter as to which the National Labor Relations Act imposes an obligation to bargain. Except as specifically set forth elsewhere in this Agreement, the Company expressly waives its right to require the ATU to bargain collectively, and ATU expressly waives its right to require the Company to bargain collectively, over all matters as to which the National Labor Relations Act imposes an obligation to bargain, whether or not: (a) such matters are specially referred to in this Agreement; (b) such matters were discussed between the

Company and ATU during negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the Company or ATU at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking and agreement of the Company and ATU, after exercise of the right and opportunity referred to in first sentence of this Section 2.3, and finally determines all matters of collective bargaining for its term. Changes in this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the Company and ATU.

No employee shall be permitted to waive any of the benefits of this collective bargaining agreement. No waiver or consent to employment under conditions other than as specified in this agreement may be asserted by any party, unless there is a signed written supplement to this agreement, executed by a duly authorized official of ATU and the Company in advance of any deviation from the terms contained herein.

No Company representative or official of ATU has authority to orally modify any of the terms contained in this agreement. Stewards and Executive Board members are not vested with authority to consent to or approve of any deviation from the terms of this agreement.

ARTICLE 3 SENIORITY

Section 3.1 - Seniority Defined:
An employee's seniority shall be from the last date of hire in the employee's job classification. Seniority shall mean the length of time an employee has been employed as a driver, dispatcher, and Service Worker by the Company or date of hire from the City of Tulare, measured in calendar days from the first day of the employee's most recent date of hire, for the purpose of selecting work, but not limited to, the determination of order in any layoff or recall from layoff or other reduction in work force, bidding runs, assignments, or time off as provided for in this Agreement. If application of the preceding sentences results in two or more employees having the same seniority, the employee's seniority position will be determined by lot. Seniority shall not accrue to a probationary employee until completion of the probationary period set forth in Article I (RECOGNITION) of this Agreement, at which time the employee shall possess seniority as defined in this Section . Seniority shall be applicable only as expressly provided in this Agreement.

Section 3.2 - Layoff:

a. Determination of Layoffs. The Company will determine the timing of layoffs and the number of employees to be laid off.

b. Layoffs. When a reduction in the work force becomes necessary, as determined by the Company, such layoffs shall be made in reverse order of seniority in each job classification.

Section 3.3 - Recall:

a. Order of Recall. The employee with the most seniority in each job classification will be the first one called from layoff.

b. Notice of Recall. The Company will forward notice of recall by registered mail, return Receipt requested, to the last known address of the employee as reflected on Company records. The employee must, within five (5) days (excluding weekend days) of delivery or attempted delivery of the notice on the date specified for recall, and thereafter, returns to work on such date.

Section 3.4 - Termination of Seniority:
An employee's seniority shall be terminated and his rights under this Agreement forfeited for the following reasons:

a. Resignation by the employee or termination by the Company, unless reinstated pursuant to the grievance procedure.

b. Failure to give notice of intent to return to work after recall within the time period specific in Section 3.3 (b) of this Agreement, or failure to return to work on the date specified for recall, as set forth in the written notice of recall.

c. Except for layoff, time lapse of twelve (12) months, since the last day of actual work for the Company, regardless of reason, unless otherwise provided for by law.

d. Failure to return to work upon expiration of an approved leave of absence.

e. Layoff for a period of eighteen (18) months or for a period equal to the employee's seniority, whichever is less.

f. Absence for three (3) consecutive days without notifying the Company.

g. Misuse of leave as subterfuge, to accept employment elsewhere, or for a purpose other than stated upon request for leave.

Section 3.5 - Seniority List:
The Company shall provide ATU with a current Seniority List by the end of the first week of the month consisting of the employee's name, address, email address, date of hire, full time or part time status, and any retired or terminated employees, job classification change, changes in full time, part time or casual part time status. Social Security Numbers will be provided with all new hire notification along with all other information listed above. Such a list shall be deemed accurate unless challenged by ATU or the employee within ten (10) days upon receipt..

Section 3.6 - Return of Personnel to the Bargaining Unit:
A person, who transfers out of the bargaining unit for a period of six (6) months or less and remains in the continuous employment of the Company, may transfer back to his designated job classification in the bargaining unit, which he vacated. If the person has

withdrawn from the bargaining unit or paid no union dues during his original transfer, then the employee shall be
subject to paying all past union dues and assessments.

If the return of the employee to the bargaining unit requires the layoff of an employee, the employee with the least seniority will be laid off.

Section 3.7 - Transfer or Promotions:
If an employee transfers or is promoted out of the bargaining unit for more than six (6) months and chooses to return to a position in the bargaining unit, the employee will lose all seniority rights in the bargaining unit.

Section 3.8 Job Classification Transfers:
Employees transferring to a different job classification in the bargaining unit, shall be compensated at the appropriate hourly rate determined by total seniority time in the bargaining unit, but for purposes of bidding shall be considered a new hire.

ARTICLE 4
ATU REPRESENTATION

Section 4.1 - ATU Shop Steward:

a. Recognition of Shop Stewards: From among the employees employed in the Bargaining Unit, ATU may designate and the Company will recognize not more than (2) shop stewards to serve as ATU's agent in the representation of employees of the Bargaining Unit.

b. Compensation of Shop Steward While Engaged in ATU Activity: Except as specially provided in this Section 4.1 (b), the shop steward shall not be compensated by the Company for his/her duties as the shop steward and shall perform such duties during times when he/she is not scheduled to work for the Company. Where the company has requested or the company has initiated an action, requiring the services of a shop steward, the steward shall be compensated for such time.

c. Access to Personnel/Medical Files: The Company will allow the ATU officials to review the Employee's personnel, and or, medical records, if done so in the facility office. A Written and verbal release from the employee must be provided to the General Manager, or designee, prior to Union review of any employee's personnel files. The files will be provided to the Union as soon as practicable once the employee's release has been received as stated in this section. Medical records will not be released absent a specific release of medical records signed by the employee.

Section 4.2 -- Distribution of Union Literature.
Bulletin Boards: The Company will provide ATU with a bulletin board. Said bulletin board will be located in such a manner that all employees can easily see. its contents. This shall be used by ATU for posting of official notices, meetings, and all other matters pertinent to ATU. All notices and communications will be on ATU letterhead. ATU

agrees that the bulletin board will only be used for official business and will not be used for personal notices or any other material not pertinent to official ATU business. ATU also agrees that no inflammatory or derogatory materials regarding the Company will be posted on the bulletin board. The ATU business agent or other duly appointed ATU Local 1027, officer shall have reasonable access, during regular Company office hours, to maintain the bulletin
board.

Section 4.3 - ATU Business Leave:
An employee designated by ATU to serve as an officer or employee of ATU shall be granted leave without pay for the duration of such office. During the period of such leave, the employee shall continue to accrue seniority as defined in Article 3 (SENIORITY) of this Agreement.

Section 4.4-Union Release Time:
The Company shall release from duty without pay any ATU representative to conduct Union business. With these requests, ATU recognizes the needs of the operation.

Section 4.5 - ATU Visitation:
Upon giving reasonable notice to the Company, the Union will be allowed access to Company premises for the purpose of investigating or adjusting an actual grievance, or visiting the members in order to ensure the terms of this Agreement are being upheld. The Union agent will confine any conversations with employees to non-work time (which includes layover and break time) and his activities will not in any manner interfere with the performance of work by the employee.

ARTICLE 5
CUSTOMER RIGHTS AND CONTINGENCIES

Section 5.1 - Termination of Transportation Service Contract:
If the transportation services contract between the Company and its service customer, City of Tulare, terminates for any reason, the rights and obligations of this Agreement shall also terminate at that time, provided that the parties to this Agreement may continue to resolve disputes pending at the time of termination up to and including arbitration. If the transportation service contract to one customer is terminated, then rights and obligations of this Agreement associated with work done will be continued by the new contractor, except for the pending dispute resolution as described in the previous sentence. If the service customer awards the services now provided by the Company to another transportation provided, the Company will notify ATU of the time, address and representation of such other transportation provider, if known.

Section 5.2 - Rights of Customers:
Nothing in this Agreement is intended or shall be construed to change, limit, modify, restrict or in any way alter the duties or obligations owed by the Company to its services customer nor the rights and privileges of such customer under the transportation services

contract referenced in Section 5.1 of this Article.

ARTICLE 6
MANAGEMENT RIGHTS

Section 6.1 - Retention of Managerial Prerogatives:

Consistent with it's obligation under the National Labor Relations Act, the Company retains the sole and exclusive right to exercise all the authority, rights and/or functions of management and expressly retains the complete and exclusive authority, right and power to manage its operations and to direct its employee except as the terms of this Agreement specifically limit said authority, right and powers. Consistent with the same obligations of the National Labor Relations Act, the Company also reserves the right to revise, withdraw, supplement, promulgate, and implement policies during the term of the agreement as it deems appropriate, provided that such actions do not conflict with the express provisions of the agreement. Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the Company, in accordance with its sole and exclusive judgment and discretion, including, but not limited to the following:

a. To reprimand, suspend, discharge, or otherwise discipline employees for cause and to Determine the number of employees to be employed.

b. To hire employees, determine their qualifications and assign and direct their work; to Promote, demote, and transfer, layoff, recall to work and retire employees.

c. To set the standards of productivity, the services to be rendered; to maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; and set the starting and quitting time and number of hours and shifts to be worked.

d. To close down or relocate the Company's operations or any part thereof; to expand, Reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service; to control and regulate the use of vehicles, facilities, equipment, and other property of the Company or the Customer.

e. To introduce new and improved technology, research, service, and maintenance methods, materials, equipment; to determine the price at which the Company contracts its services; to determine the methods of financing its operations and services; and to determine the number, location and operation of departments, divisions, and all other units of the Company.

f. To issue, amend, and revise policies, rules, regulations, and practices including rules of conduct or standards of performance; to take whatever action is either necessary or advisable to determine, manage and fulfill the mission of the Company and to direct the

Company's employees; to determine the existence or non-existence of facts which are basis of management decision; and to carry out the lawful directives of the customers to whom the Company contracts its services. The Company will provide written notification to ATU of any changes.

The Company's failure to exercise any right, prerogative, or function hereby reserved to it, or the Company's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the Company's right to exercise the same other way not in conflict with the express provisions of this Agreement.

Section 6.2 - Bargaining Unit Work:
It is the understanding of the parties that bargaining unit work shall normally be performed by bargaining unit personnel within the classification in which the work is normally assigned. However, bargaining unit personnel may be cross-utilized when manning requirements and operational needs dictate, as determined by management. Additionally, non-bargaining unit employees may be assigned to perform bargaining unit work during urgent demand or emergency situations as needed when no other bargaining unit employees are readily available to perform the work. A bargaining unit employee shall take over work assigned to non-bargaining unit employees during urgent demand or emergency situations as soon as they become available to take over that work. The Company shall not be required to pull an employee from another assignment in order to replace the non-bargaining unit employee. The Company will not assign a non-bargaining unit employee to perform bargaining unit work for the sole purpose of avoiding the payment of overtime.

Section 6.3 - Contractual Duties:
Nothing in this Agreement shall be construed to prohibit the Company from fulfilling its contractual responsibility to the City of Tulare, which includes, but is not limited to the assignment, dispatching and management of trips, passengers and service to other contractors who are under contract directly to the City of Tulare.

Section 6.4 - Work Rules:
The Company, after conferring with ATU, may issue information which sets forth rules, regulations and policies that do not conflict with the provisions of this Agreement. At least ten (10) days prior to the implementation of any new revised rule, regulation or policy, the Company will provide ATU a copy of such revision. This section shall not be construed as a waiver of ATU's statutory rights regarding said revisions except that the union acknowledges the Company's right to establish reasonable safety rules as it deems necessary. Should the union raise an objection, it must do so in writing within the ten (10) days specified herein or else the union's objection is not valid.

ARTICLE 7
NON-DISCRIMINATION

Section 7.1 - Equal Opportunity:
The Company and ATU each agree that it will not unlawfully discriminate against any individual with respect to hiring, promotion, discharge, compensation and other terms, conditions and privileges of employment nor will it limit, separate or classify employees

so as to unlawfully deprive any individual of employment opportunities because of such individuals race, color, religion, sex, national origin, age or disability. The parties agree that disputes under this Article shall be resolved through the grievance and/or arbitration procedures.

Section 7.2 - Affirmative Action and Job Accommodation:
Nothing in this Agreement is intended nor shall be construed to prohibit or discourage compliance by any part with Federal, State or local laws pertaining to discrimination, affirmative action, or job accommodation nor to prohibit the Company from complying with the lawful mandates or directions of its customers with respect to discrimination, affirmative action or job accommodation. The Company may take any action required or proper under such laws, mandates, or directions, with or without notice to ATU, and neither such action nor its effect may be deemed a violation of this Agreement.

Section 7.3 - Concerted Activities:
The Company and ATU each agree that it will not discriminate against any employee or applicant because of such individual's lawful activity for or support of ATU or because of the individual's other lawful concerted activity for the purpose of collective bargaining or other mutual aid and protection or because of the individual's decision to refrain from such activity.

Section 7.4 - Gender Terms
Throughout this Agreement, the use of the gender pronouns and terms shall be construed to include both male and female.

ARTICLE 8
NO STRIKES OR LOCKOUTS

Section 8.1 - No Strikes or Lockouts
During the term of this Agreement, or any extension thereof, (a) neither ATU nor its members will directly or indirectly cause, encourage, sanction, or participate in any strike, work stoppage, slowdown, or boycott against the Employer, and (b) there will be no lockouts by the Employer.

Section 8.2 - Discipline for Violations of Section 8.1:
The failure or refusal on the part of any employee to comply with the provisions of Section 8.1 of this Article shall be cause for immediate discipline, including discharge. The failure or refusal by an ATU officer, agent representative or steward to comply with the provisions of Section 8.1 of this Agreement constitutes leading and instigating a violation of said Section 8.1. It is specially agreed that the ATU officers, agents, representatives and stewards, by accepting such positions, have assumed the responsibly of affirmatively preventing violations of Section 8.1 of this Agreement by reporting to work and performing work as scheduled and/or required by the Company.

ARTICLE 9
DRUG AND ALCOHOL TESTING

The parties agree to adopt the MV Transportation substance abuse policy where that policy mirrors DOT/FTA guidelines. In addition, the parties agree to adopt the Company's "Zero Tolerance" policy, and the Company's Non-DOT Post Accident Testing policy. The Company shall notify the union in writing when bargaining unit employees are required to submit to Non-DOT Post Accident Testing.

ARTICLE 10
GRIEVANCE PROCEEDURE

Section 10.1 - Grievance Procedure:

A grievance is a claim that a specific provision of this agreement has been violated. All parties will make a sincere endeavor before a written grievance is filed to resolve differences between ATU or Employee and the Company in an informal meeting. If any disagreement between the parties arises over the application or interpretation of this agreement, the employees, the Union and the Company agree that the procedure outlined below shall be the exclusive remedy for such disputes.

Step 1 (Union Grievance) The aggrieved employee party or his/her Union Representative shall file a written statement of the grievance with the General Manager within fifteen (15) working days of the conclusion of the informal meeting. Such statement shall be in sufficient detail to identify the nature of the grievance, the name of the aggrieved employee, the specific section of the agreement allegedly violated and the date and place where the grievance occurred. The aggrieved employee or his/her Union Representative must sign this statement. Within ten (10) working days after the written statement has been filed, the aggrieved employee and/or his/her Union Representative shall be accorded a hearing with the General Manager or designee. The General Manager or designee conducting the hearing shall render a written decision within ten (10) working days from the conclusion of the hearing. A copy of the decision will be given to the aggrieved employee/ATU, signed and dated by said employee. A copy shall be given to ATU Representative, mailed and/or faxed to the ATU office.

Step 2 (Union Grievance) If the matter is not resolved at Step 1, the Union representative shall within ten (10) working days of receipt of the Company's response, from Step 1, request a hearing with the Company's Labor Relations Director in writing. The hearing shall be held at the project site within twenty (20) working days of said request. The Company's Labor Relations Director or designee conducting the hearing shall render a decision within ten (10) working days from the conclusion of the hearing. A copy of the decision will be given to the aggrieved employee, signed and dated by said employee, a copy given to Union Representative, mailed and faxed to the Union office.

Step 3 (Union Grievance) If the matter is not resolved at Step 2 the Union may request

Arbitration within forty (40) calendar days from receipt of the Company's Labor Relations Director's written decision.

Section 10.2 (a) Record Documents:
The Union and the Employee will be allowed to review and if requested given copies of all relevant papers and documents pertaining to charges against the Employee. Nothing in this section shall constitute a waiver of the union's right to certain information related to the representation of its members as stated in the National labor Relations Act.

Section 10.2(b) Witnesses:
At any grievance hearing regarding suspensions or termination the Employee and the Union Representative will have the opportunity to question all witnesses that are employed by the Company and others that may be relevant to the discipline, that are willing to attend the hearing.

Section 10.3 - Arbitration:
If the matter is referred to arbitration, the following procedures shall apply:

a. A list of seven (7) arbitrators shall be requested form the State Mediation and Conciliation Service. If a panelist obtained from the State Mediation and Conciliation Service, selection shall be made within fifteen (15) working days of receipt of said list. The Parties shall flip a coin to determine who will strike first and will then alternately strike names from the list until one (1) person is left who will become the arbitrator. If the arbitrator so selected is not available within ninety (90) calendar days, a second arbitrator shall be selected using the same method of selection, unless the Company and Union mutually agree to waive the ninety (90) day requirement.

b. The arbitrator will not have the authority to amend, alter or change any provision in the agreement. The arbitrator shall not hear or decide more than one (1) grievance without the mutual consent of the Company and the Union. The written award of the arbitrator on the merits of any grievance adjudicated within his jurisdiction and authority shall be final and binding on the aggrieved employee, ATU and the Company.

c. The arbitration expenses (i.e. Arbitrator, Hearing Room, and transcripts) shall be shared equally between both parties.

d. All decisions and awards of the arbitrator will be considered final and binding.

Section 10.4 - Time Limits:
Failure of either party to comply with the time limits, as set forth above will serve to declare the grievance settled in favor of the other party and no further grievance action can be taken.

Section 10.5 - Extension of Times:
Time limits in this article may be extended by mutual agreement in writing.

ARTICLE 11
HOURS OF WORK

Section 11.1 - Purpose of Article:
The sole purpose of this Article is to provide a basis for the computation of straight time, overtime, and other premium wages. Laws of State and Federal government or terms agreed to shall govern the payment of wages.

Section 11.2 - Workweek:
The workweek shall consist off seven (7) days beginning at 12:01 a.m. on Saturday and ending at mid-night the following Friday.

Section 11.3 - Overtime Work:
The Company shall determine when overtime will be worked. Employees interested in working extra work shall sign up on the Extra Work List.

a. Weekly Extra Work : An Extra Work List shall be posted on Monday, pulled down on Thursday at 5:00 PM, and assigned by seniority for extra work the following week subject to availability. The posting will contain all work assignments known by the Company. All other work assignments that arise after the posting will be assigned according to the Daily Extra Work Assignments below. If the work assignment remains open after the posting or the list is exhausted, then the Company shall require employee(s) on the seniority list, in reverse seniority, to perform the work.

b. Daily Extra Work Assignments: Due to the nature of the Company's operations, there are several work assignments that are received by the Company after the weekly posting on Monday. Daily extra work assignments received before 12:00 PM on the previous day shall be assigned to the remaining available employees on the Overtime List. Daily work assignment received after 12:00 PM the previous calendar day shall be filled on an as needed basis first from employees on the list then the remaining employees.

c. Overtime Pay: Overtime will be paid for all hours worked over 40 hours in a weekly period. Overtime pay shall be paid at 1-1/2 the regular rate of pay.

If an employee signs up and fails to work or declines the assigned work three times in a bid cycle, then their name will be removed from the Extra Work List. In the event that the overtime list is exhausted, then these removed drivers will be assigned work prior to going to the remaining employees.

Section 11.4– Driver Meal and Rest Periods
All dispatch and utility employees will be provided with meal periods in accordance with California Industrial Welfare Commission Wage Order Number 9-2001. The Company will provide a meal period of at least thirty (30) minutes for drivers who work a shift of at

least five (5) hours a day. The Company will only provide meal periods in accordance with this Section if the employee has not also been assigned to a split shift where the split is at least thirty (30) minutes.

The Company will provide off-duty meal periods to drivers that are entitled to meal periods as described in the above paragraph. A meal period shall be considered an off-duty meal period whenever the driver is relieved of all duty and allowed to take at least a thirty (30) minutes uninterrupted meal period. Off-duty meal periods shall be taken as close to the middle of the scheduled shift as practicable but the meal period be provided at least one hour prior to the end of an employee's shift.

The Company shall designate the employee's daily meal period on the bid packets, schedules and manifests distributed to the employees. For fixed route service the scheduled meal period shall remain as scheduled unless any minor adjustment due to traffic or any other circumstances beyond the control of the Company or the employee. For paratransit services, a reasonable adjustment can be made based on the need of the service or on time performance. MV shall provide a monthly report to the Union, which shall include documentation of when operators took meal periods (and how long each meal period lasted) during the preceding month.

If the Company fails to provide a meal period to an employee as described in this section, the employee or the Union must initiate a grievance under Article 10 within ten (10) days after the date of pay for the pay period in question or upon notification to the Union/employee that the pay request has been formally denied. Answers to pay request for a missed meal period shall be approved or denied within five (5) working days.

Any and all disputes regarding the application of meal periods shall be subject to the grievance procedure, with the following limitations: all unresolved meal period grievances shall be combined and heard via arbitration, pursuant to Article 10 of this agreement. If an arbitration regarding meal periods is scheduled, all other pending meal period grievances shall be combined and heard at that arbitration.

If the arbitrator finds meal period violations, the affected employee(s) shall be entitled to any applicable non-monetary equitable remedies as well as economic compensation of sixty (60) minutes of pay at the employee's regular rated of pay for each day that the meal period violation occurred.

ARTICLE 12
LEAVES OF ABSENCE

Section 12.1 - Personal Leave:
Personal leave may be granted for a minimum period of two weeks, to a maximum of 8 weeks every calendar year at the Company's discretion, upon receipt of written request from the employee stating the reason for the requested leave. The Company may, at its sole discretion, extend the time limit if the employee requests such an extension in writing stating the reason why the extension is necessary.

Request for leave of absence shall be made as far in advance as possible. Seniority shall accumulate during leave of absence; however, unless otherwise stated in this Agreement, time spent on leave of absence shall be without pay, or the employee may use any available vacation balances at the employee's discretion.

Section 12.2 - Disability Leave:
After all State and Federal leaves are exhausted, an employee may request leaves of absence because of health and/or medical condition The leave may be granted for periods up to thirty (30) days, with thirty (30) day extensions, up to a maximum of twelve (12) months. To obtain such disability leave of absence, an employee shall present: (1) a written request for such leave; and (2) a written statement from the employee's doctor indicating the need for such leave; and doctor's recommendation as to when the employee may be able to return to work. The employee's actual return to work, however, will be contingent upon an assessment by the Company (in conjunction with the employee's medical doctor and/or the Company's medical doctor, any consulting or treating specialists, or therapists, ATU and the employee) that, after considering the nature and scope of the employee's duties, the employee is able to return to work and perform the essential functions of his job, with or without reasonable accommodation and in a manner which will not directly threaten the health, safety or welfare of the employee, passengers or the public. In the event the Company's Medical Doctor determines that the employee is not able to return to work, the reasons for such determination shall be provided by the Company's Doctor, in writing to the employee. Any employee protesting removal from service because of an order from the Company's physician may have his/her case reviewed by a physician jointly selected by the Company and ATU and that physician's decision will be final. The cost of the third opinion would be split between the employee and Company. If an employee is found fit for duty, there will in no way be any back pay awarded.

Section 12.3 - Military Leave:
The Company will comply with the provision of the Veterans Re-Employment Rights Act.

Section 12.4 - Civic Leave:
A employee who is required to report for jury duty or who is subpoenaed to testify at a hearing in which the employee is not a party shall be granted leaves for such service. If the employee reports for service and is excused there from, he shall immediately contact the Project Manager and stand ready to report to work, if requested.

Section 12.5 - Family Leave:
The Company shall comply with State and Federal Leave Laws.

ARTICLE 13 DISCIPLINE

Section 13.1 - Company Rights:
The Company shall have the right to change any policies, rules and regulations governing employees without renegotiation of this Agreement. Should such changes in policies, rules and regulations be required in order to comply with any governmental law or regulation or to comply with any provision of the Agreement between the Company and its customers

client, the Company shall provide written notification to the Union of required changes seventy-two (72) hours before implementation. The Company shall further have the absolute right to carry out all directions of its customers notwithstanding any provision of this Agreement to the contrary. The Company will provide written notification to the ATU of any changes.

Section 13.2 - Disciplinary Procedures:
A General Manager, Operations Manager or Regional Vice-President, or his designee will perform all disciplinary processes.

The Manager to whom the individual is requested to report, shall meet with the employee and, if requested by the employee, the employee's union representative prior to reaching a decision to impose disciplinary action.

If the Company proceeds with the disciplinary process, the Company shall provide written notice to the employee. Such notice shall state the nature of the offence with which the employee is being charged. Upon the employees' receipt of such notice, the employee may request a review of the charges with the General Manager to be held within a 3 day period of receipt of such notice.

The charged employee shall attend all meetings, which may result in disciplinary action. An ATU Representative may also attend the meetings, if so requested by the employee.

Nothing in this Article 13 shall prevent ATU from appealing a decision of the respective General Manager to the Labor Relations Director prior to a possible grievance being filed.

Safety Investigation Leave: Upon an initial assessment of preventability by the General Manager or his/her designee, any employee involved in a major incident will be placed on administrative leave while the incident is being investigated to determine root causes and preventability for a period not to exceed 10 calendar days. Administrative leave is unpaid unless the incident is determined to be non-preventable. However, an employee may use unused vacation time during a safety investigation leave. Employees may perform other non safety sensitive functions if available and/or appropriate until final determination is made.

Section 13.3 - Progressive Discipline:
Any violation of posted and/or written company rules, policies, and/or procedures shall result in disciplinary action. With the exception of a violation of the serious infractions, as listed in Section 13.4, attendance policy as listed in Section 13.5 and 13.6, the Safety Policy and Discipline as listed in Section 13.8, or the Company's Drive-Cam policy, each infraction of any rule, policy or procedure may result in the following disciplinary action taken by the company against the employee who violates any rule, policy or procedure.

- First Violation: Verbal warning with counseling by Project Manager.
- Second Violation: Written warning notice.

- Third Violation: Suspension up to, but not exceeding, one (1) day. Lesser discipline may be imposed at the sole discretion of the Company.

- Fourth Violation: Dismissal from employment with Company may be lesser discipline at the sole discretion of the Company.

Section 13.4 - Serious Infraction:
The following violations of Company policies and rules are considered serious infractions and may be just cause for the immediate discharge of an employee, although the Company may impose, at its sole discretion, a lesser penalty:

1. Falsifying company records or making false statements on application for employment or other Company forms.

2. Reporting for work while under the influence of alcohol or drugs.

3. Use or possession of any alcoholic beverage or drugs on Company premises or vehicles.

4. Refusal to take an alcohol or drug test when requested by the Company.

5. Theft of Company property or customer property or property of another employee.

6. Physical violence, or fighting, on Company premises or vehicles.

7. Possession of firearms, weapons, explosives, and similar devices on Company premises or vehicles.

8. Unwanted touching, physical contact, or indecent/sexual conduct, resulting in a conviction, or a substantiated written complaint with Company employees, passengers or members of the public. This includes sexual or other forms of harassment directed at the passengers, fellow employees, the client or any third party.

9. Insubordination, including refusal or failure to perform assigned work.

10. Threatening, intimidating, coercing, or abusing fellow employees or passengers.

11. Altering the time record of another employee, having someone else alter another employee's time record, or alteration of a time card.

12. Gross negligence, deliberate destruction, defacing, damage, or loss of any

Company property or property of another employee.

13. Operating a Company vehicle without a valid driver's license and all other certificates required by Federal, State or Local law or regulation to operate the vehicle, provided that in the event of temporary loss of the required license or certification, the employee shall be first entitled to thirty (30) days or less unpaid leave of absence to correct said loss of a valid driver's license or other certificates required to operate the vehicles. An additional fifteen (15) days of unpaid leave will be granted if requested by the employee in writing. Failure to have the license or certificates after the thirty (30) or forty-five (45) day leave, whichever is applicable, shall be cause for termination.

14. Negligence resulting in a serious accident, incident or failure to follow established safety guidelines related to passenger safety.

15. Any time the terms of this agreement that specify discharge have been met

16. Operating a company or customer vehicle that rear-ends another motor vehicle, whether moving or not. The immediate discharge shall not apply if such rear-end accident was caused by another party striking the employee's vehicle, provided the employee did not violate any traffic law as documented by the police or other accident report taken at the scene of the accident. If there is less than $700.00 total damage and no injuries, then the accident will be treated as an Unsafe Act under Article 13.9 Safety Policy and Discipline.

17. Conviction of Local, State or Federal Laws, regulations that would disqualify anyone from employment under MV Transportation's hiring criteria. Moving violations, which are governed by the MV Safety Point System, are exempted. Employees are required to report said conviction within twenty four (24) hours.

18. Deliberately damaging or abusing property

19. Carelessness or horseplay resulting in property damage in excess of $5,000 or personal injury

20. Violation of confidentiality and proprietary information policy

21. Sexual or any other forms of harassment prohibited by Company policies

22. Violations of the MV Safety Policy, Attendance Policy or Substance Abuse and Policy Violations of the following regarding Company vehicles and/or equipment:

- Operating without a valid license appropriate for that vehicle, equipment or service.
- Driving on a suspended license
- Driving a commercial vehicle without a valid medical card

- Transporting school children without proper school bus certification as required by applicable law
- Un-insurability as a vehicle operator, where applicable.
- Negligent use of a Company owned or provided vehicle or equipment
- Unauthorized use of a Company owned or provided vehicle or equipment including transporting unauthorized passengers
- Use of a personal cell phone while operating a Company vehicle

23. Inappropriate, unprofessional or disorderly verbal or physical conduct directed towards coworkers, passengers, clients or any third party while acting as a representative of the Company

24. Entering a passenger's home while in service or in Company uniform without a legitimate business purpose

25. Use of Company property or Company garages for personal vehicle repair unless authorized by the Regional Vice President.

26. Failing to pass initial, ongoing or changed qualification standards when those changes standards are modified by bargaining or changes required by the client or mandated by local, State, Federal laws or a regulatory agency.

27. Dishonesty, theft, or improper handling of company assets or cash

Section 13.5 - Attendance Policy:

ABSENCE

Excused Absence

1) Any employee who has properly filled out and received written approval in advance from a Company manager for time off will be considered an excused absence. Excused absences do not count against the employee's attendance record. Approved jury duty, military leaves, union leaves and family leaves are also considered excused absences.

2) An unexcused absence is defined as anytime an employee misses work for one or more consecutive days without prior written approval or without utilizing approved earned time off.

3) Excused absences do not count against the employee's attendance record. Approved jury duty, military leave, union leave, and any Leaves of Absences mandated by Law are considered excused absences. Any employee who has received written approval in advance from the Company for time off will be considered excused from work.

4) Unexcused absences up to 5 consecutive days are counted as one occurrence, provided proper notice is given. After day 5, each day of absence is counted as an occurrence unless the employee provides a doctor's note excusing the absence.

Unexcused Absence

5) Employees who will be absent are required to notify their supervisor or dispatch at least one (1) hour prior to the starting time of their work shift. Employees giving this proper notice will receive one (1) occurrence point. Employees will be provided with an updated phone list to make this contact. An (unexcused) absence that has not been properly notified shall result in one and one-half (1 ½) occurrence points. Failure to report or notify in any manner the company shall result in 2 occurrence points. An employee who is a No Call/No Show for three (3) consecutive scheduled working days will be considered as abandoned and voluntarily quits his/her job and will be discharged unless the employee can show a justifiable excuse to his/her employer.

6) Failure to complete an entire shift due to illness or emergency, once the employee reports to work (and the employee returns to work the following day), shall receive attendance points as follows unless excused by a physician or the employee provides verification of an emergency:

   a. If the employee misses less than half their shift, he/she will be assessed one half (1/2) point.
   b. If the employee misses more than half their shift, he/she will be assessed one (1) point.

7) Missing a required paid meeting shall count as one (1) attendance point unless employee is on approved leave, has a verifiable emergency, or the employee fails to attend a monthly session as stated in Section 15.2.

8) Attendance points shall remain on an employee's record for a rolling twelve (12) month period. The rolling twelve (12) month is counted back from the most recent incident of absence. Absences more than twelve (12) months old are not counted.
   - At Six (6) attendance points, a written warning shall occur.
   - At eight (8) attendance points, a one (1) day suspension shall occur.
   - At ten (10) attendance points in a floating 1 year period shall bring automatic termination. Upon mutual agreement, the parties may agree to discipline of less than termination upon accumulation of ten (10) points.

9) There will be no pyramiding of discipline.

10) For the purposes of this Article, an emergency shall be defined as follows: Any unforeseeable situation or circumstance where an employee could not

reasonable be expected to communicate with the Company concerning absence or tardy/miss-out notification in a timely manner. Examples of said situations would include being medically incapacitated, being involved in traffic or other type of accident or having a family member involved in one of the prior situations. By definition, and "Emergency" under the contract would be verifiable, with the understanding that the Company and the employees will exercise a standard of reasonableness when applying the standard to a given *situation.*

11) The Company shall recognize and adhere to all provisions of applicable federal, state, or local protected leave laws.

Section 13.6 ATTENDANCE/MISS OUTS:

A miss out is when an employee fails to report in person or call the General Manager, or their designated representative in accordance with following:

a. A half miss-out is an occurrence whereby an employee reports to work more than five (5) minutes late and up to one hour after their scheduled starting time.

b. Employee who fail to show up or call the General Manager, or their designated representative after one (1) hour from the time they are scheduled to report shall be assessed one (1) miss-out. Three (3) miss-outs in a rolling one hundred and eighty (180) day period counting back from the most recent miss-out will result in discipline up to or including a three (3) day suspension.

c. Six (6) miss-outs in a rolling one hundred and eighty (180) day period counting back from the most recent miss-out will result in discipline up to or including termination.

d. When an employee works ninety (90) days without receiving any miss-outs all miss-outs will be removed from his/her record.

e. Miss-outs shall not be counted if there is a verifiable emergency as defined in Section 13.5 (j).

f. At the discretion of Management, an Operator who has a miss-out may be assigned standby report (two hour minimum), or be put on their route or be sent home (No Pay).

1) There will be no pyramiding of discipline.

Section 13.7 - Job Abandonment:
An employee who is a No Call/No Show fails to report or call in for three (3) consecutive scheduled working days will be considered as abandoned and voluntarily quit his/her job and will be discharged unless the employee can show justifiable excuse to his/her employer.

Section 13.8 -- Safety Policy and Discipline:
Because our clients rely upon MV Transportation for qualified, well trained and safe drivers, a good safety record on the part of our drivers is essential for us to serve our clients in the safe professional manner that they expect. It is the policy of MV Transportation that safety and accident prevention shall be considered of primary importance in all phases of operations and administration. The Employee Handbook describes the Safety Point System and the other rules and procedures regarding safety. The Safety and Incident Policies as detailed in the MV Employee Handbook, including the Safety Point System, are the agreed upon safety policies in effect for this Agreement.

Section 13.9 – Union Notification

The Union shall receive a copy of any charges filed against any employee and any Adverse entry made on an employee's record, and a copy of any decision of any disciplinary hearing. Upon request of the Union shall be furnished non-confidential and pertinent information relative to a discipline and discharge hearing from the personnel records of the employees represented by the Union.

ARTICLE 14
SHIFT BIDDING

Section 14.1 -Initial Bid:

a. The Company shall develop the number of full-time and part-time shifts. For the duration of this Agreement, the number of full time shifts shall be equal to or one less than the number of full-time shifts in place as of the date of ratification, unless there are circumstances beyond the control of the Company that would require a reduction of service. The Company shall then allow each employee, in seniority order, to select the full time/part-time shifts. Employees not bidding on a Full-time shift also will be considered part-time employees. The intent is to protect the security of full time positions for those who have already established full time status. If and when part time work is established or necessary, it will be placed up for bid as provided in Article 14, section 14.2.

c. The company shall post notification of the bid in the facility ten (10) working days prior to the date of the bid. In addition, the Company shall notify all employees who are not scheduled to work ten (10) day prior the commencement of the bid. The posting will identify the runs available, the start and ending times, work to be performed and the days off. Those employees who cannot attend the bid may designate their choice of shift by proxy. The proxy must be submitted to the Project Manager no later than 5:00 p.m. on the day prior to the scheduled bid. The proxy shall indicate choices in order of preference which shall equal the employee's standing on the seniority bid list. Those employees who fail to bid and who fail to submit a proxy shall be assigned at the discretion

of the Company following the completion of the bid process by all other employees scheduled to bid.

Section 14.2 - Permanent Vacancies in Shifts:
Vacancies in Full-Time/Part-Time Shifts: When a shift becomes permanently available between regular bid periods, the Company will, within three (3) weekdays, post the vacancy for four (4) days. The most senior regular employee, who has less seniority than the employee who held the vacated shift, and who bids for the vacancy, shall be awarded that shift.

When the Company creates an additional shift between bid periods: the above procedures apply except that the new position will be posted for ten (10) calendar days and the bid is available to all regular employees.

In both instances the award will be implemented at the start of the next pay period but not less than seven (7) calendar days.

Section 14.3 - Periodic Shift Bidding:
On the effective date of this Agreement, an initial shift bid will be held as described in Section 14.1, and thereafter the Company shall, at least every four (4) months or when an aggregate of five (5) or more employees have completed training and join the workforce, re-bid the regular full-time/part-time shifts within fourteen (14) days. The Company shall determine the exact date
of each re-bid date. The Company shall post the bids for the shifts and provide a copy to ATU at least five (5) week days prior to the starting of the bid and each full-time/part-time regular employee shall bid in seniority order. Those employees who cannot attend the bid may designate their choices of shift by proxy. The proxy, which must be at the Project Manager no later than 5:00 p.m. on the day prior to the scheduled bid, shall indicate choices in order of performance which shall equal the employee's standing on the seniority bid list. Those employees who do not bid and fail to submit a proxy shall be assigned at the discretion of the Company following the completion of the bid.

Section 14.4 - Changes in Shifts:
The Company shall have the right to adjust shifts up to one (1) hour a day without re-bidding and without reducing the total bid time (or pay) of the shift. The intent of this Section 14.4 is to accommodate passengers and their needs.

Section 14.5 - Temporary Vacancy:

a. A temporary vacancy is defined as any full-time shift that becomes vacant for at least five (5) or more working days.

b. Temporary vacancies will be bid to all part-time employees within three (3) days from the time it was determined to be a temporary vacancy was defined in "a." above. Any shift that becomes vacant after the temporary vacancy bid may be filled by a part-time or casual employee up to a maximum of three weeks. After three weeks, the Company shall fill the temporary vacancy by scheduling a Mark Down and allowing only those operators with a lower seniority than the operator who's

shift is to be filled, to bid (according to their seniority) on the open shift, or any open shift that becomes available as a result of this Mark Down process.

c. A temporary vacancy will be filled daily until bid as a temporary vacancy.

d. A temporary vacancy will be filled by the driver who bids for it until the end of the vacancy, making the driver ineligible for bidding on any other temporary vacancies which may occur during his current assignment.

e. A temporary vacancy obligates the driver to work the entire shift originally bid, including the same scheduled days off.

f Will only -last until the original driver returns either as scheduled or as soon as medical leave ends. When a temporary vacancy ends, the driver who filled the temporary vacancy returns to part-time status and becomes eligible to bid on any new vacancies.

Article 14.6 - Vacancies In Full-Time Shifts:
In the event a regular full-time employee elects to vacate his full-time position or the position becomes available through the termination of seniority, or in the event an additional full-time shift is created by the Company, the Company shall do one of the following:

If there is less than six (6) weeks left before the next scheduled re-bidding of all shifts, the vacancy shall be treated as a temporary vacancy.

If there is six (6) weeks or more left before the next scheduled re-bidding of all shifts, the Company shall fill the vacancy by scheduling a "Mark Down." A "Mark Down" shall be defined as a process in which the General Manager makes a correction or modification of a past sign up by allowing only those operators with a lower seniority than the operator whose shift is to filled, to bid according to their seniority on the open shift, or any open shift that becomes available as a result of this "Mark Down" process.

ARTICLE 15
GENERAL CONDITIONS

Section 15.1 Payday:
All paychecks will be distributed by 12:00 p.m. or earlier if possible, every other Friday and will cover all monies due through the Friday of the prior pay period.

Employee timesheets are available for review for accuracy on the Friday prior to payday. Any errors should be brought to the Company's attention to get corrected before payroll is distributed. All efforts should be made to submit corrections prior to the next payday. The Company shall provide employees an accounting of accrued sick days, floating holidays and vacation on a monthly basis if requested by the employee.

In the event an employee receives a check for less than what they believe to be the proper amount, they must bring it to the company's attention immediately.

The following shall occur:

1) If the error is an employee error then the adjustment will be on the next scheduled payroll run.

2) If the error is caused by the company and the error is twenty-five ($25) dollars or more, the company will produce an adjustment check as soon as possible but no longer than within 72 hours, if requested by the employee. If less than twenty-five ($25) dollars the adjustment check will be received within five working days, if requested by the employee.

Section 15.2 - Company Meetings:
The Company may require, with five (5) days notice, safety meetings and other informational meetings from time to time. Employees shall attend such meetings as required by the Company, unless the employees were not given five (5) days notice. The Company will offer three (3) mandatory meeting sessions per month. The employee may be excused by the General Manager for occurrences such as, but not limited to, sick leave, verifiable emergency, and vacations. All employees will be compensated at the applicable rate of pay for those meetings. Only one safety meeting per month is mandatory for the purposes of this section.

Section 15.3 - Citations:
No employee shall be required to violate traffic laws. Employees are required to pay for the cost of citations received.

Section 15.4 - Physicals and Drug Screens:
In the event an employee is required to take a physical examination to re-new his/her medical certificate/drivers license, the Company will pay the cost of the procedure(s). In the event the Company requires an employee to take a physical examination or drug screen for reasons other than those described above, the Company will pay for the time spent by the employee obtaining such physical or drug screen as well as travel time to and from the applicable appointment.

Section 15.5 - Extra Contract Agreements:
The Company will not enter into any agreement or contract with the employees, individually or collectively, which in any way conflicts with the terms and conditions of this Agreement. Any such agreement shall be null and void.

Section 15.6 - Accident Review Committee (ARC):
The Committee is to meet monthly to review and make recommendations to the General Manager on the preventability or non-preventability of employee accidents and or incidents.

The Committee shall be composed of the following:

- ATU President or Designee
- Management Designee
- (1) Mutually agreed upon (Chairperson)

The Committee will meet once a month to review the accidents from the prior month.

1) Review and make a final recommendations to the General Manager
2) Review all documents regarding each accident/incident
3) Committee is to interview the employee charged with the accident/incident if requested by the employee.
4) The Committee will have no power to override the final decision of the General Manager.
5) Disagreements between the employee, Committee and the General Manager will be subject to Article 10 of this labor agreement.

Section 15.7 Air Conditioning

Busses without air conditioning are considered incidents for reporting purposes. Upon reporting the loss of air conditioning, maintenance will take immediate action to address the situation as quickly as possible.

ARTICLE 16- WAGES

Section 16.1 - Wage Rates

All annual wage increases shall be effective in accordance with the wage tables dates below. Seniority increases shall occur on the employee's anniversary date each year as applicable. All wage rate increases will be retroactive to 11/1/2016 for all hours worked for all employees employed as of the date of ratification.

DRIVER WAGES

	CURRENT	11/1/2016	11/1/2017	7/1/2018
Training	**$10.00**	**$10.50**	**$11.00**	**$12.00**
0-6 Months	**$10.78**	**$11.16**	**$11.44**	**$13.55**
After 6 Months	**$11.05**	**$11.16**	**$11.44**	**$13.55**
After 1 Year	**$11.31**	**$11.42**	**$11.66**	**$13.76**
After 2 Years	**$11.87**	**$11.99**	**$12.14**	**$14.37**
After 3 Years	**$12.40**	**$12.52**	**$12.68**	**$14.90**
After 4 Years	**$12.96**	**$13.09**	**$13.25**	**$15.46**
After 5 Years	**$13.29**	**$13.42**	**$13.59**	**$15.79**
After 6 Years	**$16.45**	**$16.93**	**$16.98**	**$18.62**

DISPATCHER WAGES

	CURRENT	11/1/2016	11/1/2017	7/1/2018
0-6 Months	$12.16	$12.28	$12.40	$13.00
After 6 Months	$13.21	$13.34	$13.48	$13.50
After 1 Year	$13.58	$13.72	$13.85	$14.00
After 2 Years	$13.99	$14.13	$14.27	$14.50
After 3 Years	$14.43	$14.57	$14.72	$15.00
After 4 Years	$14.88	$15.03	$15.18	$15.50
After 5 Years	$15.36	$15.51	$15.67	$16.00
After 6 Years	$16.02	$16.18	$16.34	$17.50

FUELER / SERVICE WORKER WAGES

	CURRENT	11/1/2016	11/1/2017	7/1/2018
0-6 Months	$10.14	$10.50	$11.00	$12.00
After 6 Months	$10.62	$10.73	$11.25	$12.50
After 1 Year	$10.95	$11.06	$11.50	$12.75
After 2 Years	$11.28	$11.39	$11.75	$13.00
After 3 Years	$11.83	$11.95	$12.00	$13.00

Section 16.2 – Cell Phone Use

The Company shall not require any employee covered by this agreement to use their personal cell phone in the course of performing their job duties. In the event the Company does require the use of a personal cell phone in an emergency while on duty with both radio channels inoperative, the Company shall compensate the employee (1/2) of his or her hourly wage rate for its use per day.

ARTICLE 17
PAID HOLIDAYS

Section 17.1 - Holidays:
All full-time, No probationary employees shall receive eight (8) hours pay for the following holidays:

1. New Year's Day
2. Martin Luther King Jr. Birthday
3. Memorial Day
4. Independence Day
5. Labor Day
6. Thanksgiving Day
7. Day After Thanksgiving
8. Christmas Eve
9. Christmas Day

Section 17.2 - Holiday Pay:
Holiday pay shall be calculated at the employee's regular rate of pay and will be based upon the employee's regularly scheduled shift. If the holiday falls on the employee's normally scheduled day off, the employee will be paid eight (8) hours at the regular rate of pay. If an employee works on a paid holiday, the employee will be paid his/her regular scheduled pay plus eight (8) hours at the regular rate of pay for the holiday pay. Holiday pay shall not be counted as hours worked for the purpose of computing overtime.

Section 17.3 - Eligibility:
In order to be eligible for holiday pay the employee must work his/her, scheduled day before and scheduled day after the holiday, and must also work on the holiday, if so scheduled.

Section 17.4 - Pay on Holiday Worked:
Pay for time worked on a holiday shall be at straight time hourly rate of pay for all hours worked.

ARTICLE 18 VACATIONS

Section 18.1 - Eligibility:
All full-time employees shall receive, after one (1) year continuous full-time employment, a paid vacation as further detailed in this Article.

Section 18.2 - Vacation Pay:
Less than (1) one year of service: 1.5385 Hours/Pay Period More than (1) one year of service: 3.0769 Hours/Pay Period More than (4) four years of service: 4.6154 Hours/Pay Period More than (6) six years of service: 6.1538 Hours/Pay Period

Section 18.3 - Pro-ration:
All employees with vacation accruals who are laid off or terminated shall have their vacation balance paid at the regular rate of pay for all hours accumulated at the time of layoff and/or termination.

Section 18.4 - Vacation Schedule:
Employees can request vacation leave in the following manner. For vacation leaves of 3 working days or less, a request shall be submitted not less than 72 hours prior to the start of the leave. For leaves in excess of 3 working days, the employee shall submit the leave request not less than 14 days .prior to the start of the leave. Leave shall be granted to the first (2) employees to request leave. The company may, at its discretion, allow more than (2) employee to be off on leave at the same time.

Section 18.5 - Vacation Pay:
Vacation may not be taken prior to the anniversary date on which it is earned.
Vacation pay shall be issued on the normal pay period and not taken in advance.

Section 18.6-Vacation Cash Out:
Employees may cash out any accrued vacation hours during the first payroll period in April, July, September, or November, with fourteen (14) days notice to the Company. The cash out will occur on a regular payday. Employees are responsible to cash out unused vacation prior to reaching the 280 hour cap. All accrual shall cease once an employee reaches 280 hours.

All employees shall receive an accounting of all vacation hours in writing on a monthly basis.

ARTICLE 19
Health/Dental/Vision INSURANCE

Section 19.1 - Provision:
The company agrees to maintain its' contribution to the existing health care coverage plan for all full-time employees.

Effective January 1, 2015, the Company will contribute a maximum of $555.00 per month per full time employee toward the health care plan.

Effective January 1, 2018, the Company will contribute a maximum of $575.00 per month per full time employee toward the health care plan.

Section 19.2 - Eligibility:
All full-time employees and their families shall be eligible to participate in a benefit plan on the first day of the month following thirty (30) calendar days of employment with the Company.

Section 19.3 - Dental Insurance:
Currently, the Company contributes an amount of up to $28.00 per month toward dental insurance for eligible full time employees.

Effective July 1, 2015, the Company agrees to contribute an amount of up to $36.00 per month toward dental insurance for eligible full time employees.

Section 19.4- Vision Insurance:

Effective July 1, 2013, the Company shall contribute up to $16.00 per month towards the cost of the employee's vision insurance.

Section 19.5 - Health Insurance Plan Changes:
At health, vision and dental insurance renewal time; the union may, at its discretion, change to another plan provider so long as the company's cost does not exceed the agreed to company contribution rate. It is understood that the Union shall be responsible for shopping for any new plan, as well as the management, implementation, and administration of that plan.

Section 19.5 – Affordable Care Health Insurance Plans:
In addition to previous health care coverage, the Company will also offer the following Affordable Care medical plans as follows:

- The Aetna High Deductible Plan
- The Aetna Buy-up PPO

All non-probationary full-time employees will be eligible to participate in the company's Affordable Care Health & Welfare Plans (Medical, Prescription Drug, Dental & Vision) on the 1st of the month following sixty (60) days of full-time employment. The company will contribute $150.00 per month to the cost of medical/prescription drug

coverage. Employees will have the option to participate in Dental, Vision, Life and Disability products at group rates at their own cost. All employee contributions must be made via payroll deductions, except in the case of Leave of Absence, when other arrangements may be made. The employee's coverage shall end as of the last day of the month in which he terminates from the company.

ARTICLE 20
OTHER BENEFITS

Section 20.1 - Physicals/Drug Screens:
The Company will pay the cost of required physicals at Company-approved facilities/doctors.

Section 20.2 - Uniforms.
The Company shall supply uniforms when required by the customer as such:

Drivers Uniforms: The Company shall supply drivers with uniforms. The company will supply: 3 pants and 5 shirts. The employee shall be responsible for uniform cleaning and care. Lost or missing uniforms shall be replaced at the expense of the driver. Driver uniforms will be replaced due to normal wear and tear, it being understood the uniforms being replaced must be returned to the Company.

Alterations: Employees shall receive up to $22.00 for alterations to their initial uniform allotment. Employees must provide a receipt for all alterations performed.

Section 20.3 - 401(k) Plan:
Employees may contribute to a pre-tax retirement savings plan after 6 months of Company employment in the following manners.

For all former City of Tulare employees:
The company shall contribute seven (7) percent of the employee's hourly rate for all hours worked to a 401 (k) Plan.

For all other employees:
The company shall contribute 10% of the first 1 % of the employee's hourly rate for all hours worked to a 401 (k) Plan.

Section 20.4 - Sick Pay:
. Effective July 1, 2007 all employees shall receive 6 hours per month in paid sick leave.

Section 20.5-Safety Bonus:
All employees shall receive $200.00 for each year with no unsafe acts or chargeable accidents. The safety bonus is payable on the next pay date after the employee's anniversary date of hire.

Section 20.6- Shift Exchange:
Employees will be allowed to exchange shifts or runs.

The exchange must be documented on a form, signed by both employees, and approved by Company management at least 48 hours before the exchange is to take place.

The Company shall incur no additional liability due to such exchanges nor shall the Company assume any responsibility regarding "payback" of the exchange. The hours worked by the substitute employee will be excluded by the Company in the calculation of the hours for which

the substitute employee would otherwise be entitled to overtime compensation under the Fair Labor Standards Act. When one employee substitutes for another, each employee will be compensated as if they worked their normal scheduled run.

Any employee who fails to operate a run or work a shift as a result of an exchange, will not be permitted to engage in future exchanges for a period of one year.

Section 20.7-Life Insurance:
The Company will provide all employees $5000 survivor death benefit at no cost to the employee. Beneficiary form must be on file with the Company.

Section 20.8 Toilet Facilities
The Company will keep a list of available known toilet facilities for all routes. This list shall be available up request, posted, and periodically updated on an as needed basis.

ARTICLE 21
UNION SECURITY

Section 21.1 - Union Shop:
It shall be a condition of employment that the employees of the Company covered by this Agreement who are members of the ATU in good standing on the effective date of this Agreement, shall remain members in good standing and those who are not members of a union the effective date of this Agreement shall, on the thirtieth (30th) day following the effective date of this Agreement become and remain members in good standing in ATU. It shall also be a condition of employment that all employees covered by this Agreement hired on or after its effective date shall, by the thirtieth (30th) day following his/her date of hire, become and remain members in good standing in ATU.

Section 21.2 - Notification:
The Company will notify ATU, in writing, of all new employees hired at least seven (7) calendar days after the employee starts to work and shall notify ATU immediately in writing when any employee completes the probationary period as established herein. No less than monthly, the Company will furnish the Secretary-Treasurer of ATU with a list of all bargaining unit employees, along with the seniority date of hire, mailing address and telephone number as is currently in the employee's employment record. The Company will notify ATU immediately in writing, of all employees leaving its employment. ATU agrees

to furnish the Company with an up-to-date list of all its officers and stewards, and to immediately notify the Company of any and all changes thereto. The Company agrees to furnish ATU an up-to-date list of its local representatives and to immediately notify ATU of any and all changes thereto.

Section 21.3 - New Hires:
When new or additional employees are needed, the Company shall choose applicants on the basis of their respective qualifications for the job, and no applicants will be preferred or discriminated against because of membership or non-membership in any union. An ATU officer will be allowed to use up to thirty (30) minutes of paid time to speak with each new employee during their initial training or within 30 days of the beginning of revenue service to provide a union orientation at a time mutually agreeable to the parties. Company management may or may not attend the orientation at their discretion.

Section 21.4 - Enforcement:
In the event an employee due to his own negligence, fails to apply for or maintain his membership in ATU, ATU must give the Company notice of this fact and within five (5) days after receipt of such notice, remove said employee from service and shall continue to withhold said employee from service until notified by ATU that the employee is a member in good standing with ATU.

Section 21.5 - Representation:
It is mutually agreed that all matters covered by this Agreement shall be transacted between the properly accredited officers, agents, or representatives of the Company and the duly elected or appointed officers of the ATU.

ARTICLE 22
DUES CHECKOFF

Section 22.1 - Checkoff:
Upon receipt by the Company of a Checkoff authorization in the form set forth in Section 23.4 of this Article, dated and executed by an employee, the Company shall deduct, from the wages owed such employee for the first payroll period ending in each calendar month following receipt of such Checkoff authorization (until such Checkoff authorization is revoked by the employee in accordance with the terms thereof), ATU's membership dues deduct from an employee's wages only that amount of money which the Secretary-Treasurer of ATU has entitled to the Company, in writing, is the amount of dues properly established by ATU in accordance with applicable law and ATU's constitution and bylaws, and required of all employees as condition of acquiring or retaining membership in ATU. The Company shall each month on or before the thirtieth (30th) day of the month, provide ATU a written statement containing the names of the employees from whose pay, and in what amount, such deductions have been made and shall simultaneously therewith rebate the total amount of such monthly deductions to ATU.

Section 22.2 - Dues in Excess of Net Wages:

If on any payroll period in which the Company is obligated to make such deductions pursuant to Section 21.1 of this Article, the wages owed an employee after deductions mandated by any governmental body or to reimburse the Company for advances against wages no less than the . amount of money which the employee has authorized the Company to collect pursuant to Section 21.1 of this Article, the Company shall make no deductions on the wages owed the employee for that payroll period and shall make no deductions, which would have been made from wages owed the employee from that payroll period, from wages owed the employee for any future payroll period.

Section 22.3 - Checkoff Authorization Form:

The Company shall not deduct any money from an employee's wages pursuant to Section 23.1 of this Article, unless the Checkoff authorization executed by the employee conforms exactly to the form set forth below.

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CHECKOFF AUTHORIZATION

a. Authority to Deduct: I hereby authorize MV Transportation, Inc. to deduct from wages owed to me for the first payroll period ending in each calendar month, and to forward to Amalgamated Transit Union Local 1027, the monthly membership dues uniformly required of all employees as a condition of acquiring or retaining membership in said Local 1027.

b. Revocability of Authorization: This Checkoff Authorization shall be irrevocable for a period of one-year following my execution thereof, or until the expiration of any applicable collective bargaining agreement whichever occurs sooner. Thereafter, it shall be automatically renewed for successively one (1) year periods unless written notice of revocation of this Checkoff Authorization executed by me, is delivered to MV Transportation Inc.: (1) during the period commencing thirty (30) days prior to and ending five (5) days prior to (a) the annual anniversary of my execution hereof, or (b) the expiration date of any collective bargaining agreement obligating MV Transit Services, Inc. to honor the Checkoff Authorization, or (2) during any period when there is not a collective bargaining agreement in effect obligating MV Transportation, Inc. to honor the Checkoff Authorization. I
voluntarily executed this Checkoff Authorization on_____ , 20

Section 22.4 - Indemnification of Company:

The union shall defend, indemnify, and save the Company harmless against any and all claims, demands, suits, grievances, or other liability that arise out of or by reasons of activity taken by the Company pursuant to Article 22.

ARTICLE 23
TERM OF AGREEMENT

Section 23.1 - Effective Date:
This Agreement shall be in full force and effect from July 1, 2016 through midnight June 30, 2019.

As of the date of ratification, all established past practices shall cease with the ratification of this agreement and revert to agreed upon contract language, or in accordance with existing MV Transportation policy.

Section 23.2 - Renewal:
It is the intent of the parties that a successor Agreement to this one shall be completed prior to the expiration date provided in Section 23.1. The Company and the Union therefore agree to commence negotiations on a successor Agreement sufficiently in advance of the expiration date provided in Section 23.1 to allow for a settlement to be reached.

IN WITNESS THERE OF, the duly chosen representatives of the parties hereby affirm that they have authority to enter into this Agreement on behalf of themselves and their principals and hereto affix their hands.

FOR THE COMPANY

MV TRANSPORTATION, INC.

DATE: 5/12/2017

Patrick Domholdt
Director of Labor Relations

FOR THE UNION

ATU Local 1027

DATE: 5-15-17

Rick Steitz
President

ATTACHMENT "A"

MEMORANDUM OF UNDERSTANDING
MV EMPLOYEE HANDBOOK &
DRIVE-CAM POLICY

MV Employee Handbook

The parties agree to utilize the current MV Employee Handbook (2016 version), Code of Conduct, and Drug & Alcohol Policy as amended during the 2016-17 negotiations as the accepted and agreed upon policies in effect at time of Tulare ratification for both Hanford and Tulare collective bargaining agreements. Future changes to the MV Employee Handbook shall be implemented in accordance with the current collective bargaining agreement.

1. Amendments to the MV Employee Handbook.

All Handbook sections apply with the following exceptions:

- Employment Categories – pgs. 8-9
- Overtime – pg. 11
- Rest and Meal Periods – pg. 13
- Travel Time – pg. 13
- Attendance & Punctuality – pgs. 13-16
- Workers Compensation – EE Handbook and Drug & Alcohol policy will comply with California State Law and FTA regulations concerning drug testing as a result of an on the job injury
- Jury Duty – pg. 24
- Anti-Fraternization Policy – pg. 26
- Social Media Policy – pgs. 28-30
- Discipline – pgs. 32-35
- Employee Personnel File – Subject to Section 4.1(c), California Labor Code Section 1198.5, and any other applicable local ordinance

MV is currently negotiating an extension to this Collective Bargaining Agreement

WAGES AND FRINGE BENEFITS
FOR
MV Transportation's City of Dinuba ADA Paratransit

IMPORTANT NOTE AND DISCLAIMER

The wages and benefits paid to certain employees (full and regular part time dispatchers and drivers) of the City of Dinuba operations are governed by a collective bargaining agreement (CBA) between MV and the Amalgamated Transit Union, Local 1027.

Two supporting documents:
1) Signed CBA – file name: 0062 Hanford-Dinuba CBA 10.30.2016-06.30.2019
2) Extended CBA – file name: 0090 0062 Tulare Hanford Extension Agreements 07.01.2019-06.30.2023

DISPATCH and DRIVERS (Non-Exempt, Bargained Employees-Union)

HOLIDAYS: Full time employees, are eligible for six paid holidays to include: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

PAID TIME OFF:
All full-time employees shall receive, after one (1) year continuous full-time employment, a paid vacation as further detailed in this Article.

Time Period	Accrual Per Pay Period (Hours)	Yearly Total (Hours)
0-6 months	0	0
6-36 months	1.54	40.04
36 months plus	3.08	80.08

SICK LEAVE:
The Company shall provide sick leave benefits in accordance with the California Sick Leave Act.

401K PLAN:
Employees may contribute to a pre-tax retirement savings plan the first day of the month following thirty (30) calendar days of Company employment at their cost subject to the Plan Provisions.

SAFETY BONUS: All employees shall receive $200.00 for each year with no unsafe acts or chargeable accidents. The safety bonus is payable on the next pay date after the employee's anniversary date of hire.

HEALTH INSURANCE:
The company agrees to maintain its' contribution to the existing health care coverage plan for all eligible employees.

The current Company contribution is a minimum and it reserves the right to increase its current contribution in order to maintain the Company contribution at or above the rate required to maintain compliance with the Affordable Care Act.

Effective July 1, 2018, the Company will contribute 95% of the total contribution rate for employee-only coverage for the Company's Core Low Cost Aetna Plan. The Company will maintain its existing contribution rates for all other plans and levels of coverage.

The monthly cost for the employee-only Blue Cross Blue Shield Savings plus is $625.88, in 2022.

Eligibility:
Eligibility for the plan will be determined under the provisions of the Affordable Care Act, which is approximately 30 hours worked per week in the previous calendar year. Eligible employees and their families shall begin participation in a benefit plan on the first day of the month following sixty (60) calendar days of employment with the Company.

Affordable Care Health Insurance Plans:
Eligibility for the plan will be determined under the provisions of the Affordable Care Act, which is approximately 30 hours worked per week in the previous calendar year. All employees will be eligible to participate in the company's Affordable Care Health & Welfare Plans (Medical, Prescription Drug, Dental & Vision) first day of the month following sixty (60) calendar days of employment. These plans will be priced according to the "affordability" definition under the Affordable Care Act. All employee contributions must be made via payroll deductions, except in the case of Leave of Absence, when other arrangements may be made. The employee's coverage shall end as of the last day of the month in which he terminates from the company.

MV Transportation – City of Dinuba

Bargained Dispatch, Driver, and Service Worker Wages as of 12/22/2021

ROLE	SENIORITY	STATUS	WAGE
DISPATCH	8/23/2018	FULL TIME	$ 21.50
DRIVER	10/29/2018	FULL TIME	$ 20.50
DRIVER	4/4/2016	FULL TIME	$ 22.25
DISPATCH	2/7/2017	PART TIME	$ 22.50
DRIVER	4/18/2011	FULL TIME	$ 22.50
DRIVER	5/8/2017	FULL TIME	$ 21.50
DRIVER	5/28/2018	FULL TIME	$ 20.50

CLERICAL, PROFESSIONAL AND CONFIDENTIAL EMPLOYEES, ROAD SUPERVISORS, DISPATCH SUPERVISIORS, DRIVER DEVELOPMENT, SAFETY SUPERVISORS, MAINTENANCE SUPERVISORS, ADMINISTRATIVE ASSISTANTS, MECHANICS, GUARDS, AND SUPERVISORS BENEFITS (Non-Exempt, Non-Bargained-Non-Union)

MEDICAL: The Company shall provide group health, group dental and group vision and make contributions toward these insurance plans for all qualified employees. For purposes, a "qualified Employee" is defined as an employee who is performing work approximately working an average of thirty (30) hours a week.

VACATION PAY: Employees working 70+ hours in a pay period accrue 1.54 hours per pay period after one year of employment. After three years accrual increases to 3.08 hours per pay period.

SICK LEAVE: 24 hours/year.

PAID HOLIDAYS: All employees are eligible for six (6) paid holidays.

SUPPLEMENTAL VOLUNTARY BENEFITS: Following 30 days of employment full time and part time employees are eligible to participate in company offered benefits for short term disability, accident care, and critical illness.

FLEXIBLE SPENDING ACCOUNTS (Health Care FSA and Dependent Care FSA): These programs allow employees to put aside pre-tax money to pay for childcare or eldercare expenses while employees work, and to pay for qualifying out-of-pocket medical expenses (such as copays and other covered items.) Employees are eligible to participate in both plans on their normal benefits eligibility date.

EMPLOYEE ASSISTANCE PROGRAM: MV offers confidential counseling services at no cost for employees and family members (3 in-person sessions per incident per year). There is a 24/7 resource and referral line for counseling, financial assistance, legal problems, and many other issues.

SUPPLEMENTAL LIFE, AD&D, AND DISABILITY INSURANCE: In addition to its health insurance plan offerings, MV also offers company-sponsored supplemental life insurance and Accidental Death & Dismemberment (AD&D) insurance plans. The supplemental life insurance plan is available to employees, their spouse/domestic partner, and their children. The AD&D insurance plan is available to employees. Employees are eligible effective on the 1st of the month following their waiting period.

401 (k): Employees are eligible to participate in the Company offered 401(k) program.

MV Transportation – City of Dinuba
Non- Exempt Non-**Bargained Employees**
Wages as of 12/22/2021

ROLE	SENIORITY	STATUS	WAGE
ROAD SUPERVISOR	1/23/2017	FULL TIME	$ 22.00

MV Transportation – City of Dinuba

Bargained Dispatch, Driver, and Service Worker Benefits Participation

	Union			
	EE Count	**Employee Costs**	**Employer Costs**	**Total Costs**
	Medical/Rx - Health Savings Plus Pay Rates of $7.25 - $14.42			
Employee only	0	$31.29	$594.59	$625.88
Employee + Spouse	0	$651.48	$725.43	$1,376.91
Employee + Child(ren)	0	$553.95	$572.62	$1,126.57
Employee + Family	0	$876.56	$1,001.04	$1,877.60
	0	$0	$0	
	Pay Rates of $14.43 - $16.83			
Employee only	0	$31.29	$594.59	$625.88
Employee + Spouse	0	$727.48	$649.43	$1,376.91
Employee + Child(ren)	0	$617.95	$508.62	$1,126.57
Employee + Family	0	$976.56	$901.04	$1,877.60
	0	$0	$0	
	Pay Rates of $16.84 +			
Employee only	1	$31.29	$594.59	$625.88
Employee + Spouse	0	$801.48	$575.43	$1,376.91
Employee + Child(ren)	1	$683.95	$442.62	$1,126.57
Employee + Family	0	$1,076.56	$801.04	$1,877.60
	2	$715	$1,037	

Total monthly to MV:	$1,037
Total annual to MV:	$12,446

	Union			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical/Rx - Buy Up PPO 1000 Pay Rates of $7.25 - $14.42			
Employee only	0	$585.04	$206.82	$791.86
Employee + Spouse	0	$1,509.90	$232.20	$1,742.10
Employee + Child(ren)	0	$1,336.28	$89.07	$1,425.35
Employee + Family	0	$2,289.14	$86.45	$2,375.59
	0	$0	$0	
	Pay Rates of $14.43 - $16.83			
Employee only	0	$643.04	$148.82	$791.86
Employee + Spouse	0	$1,589.90	$152.20	$1,742.10
Employee + Child(ren)	0	$1,425.35	$0.00	$1,425.35
Employee + Family	0	$2,369.14	$6.45	$2,375.59
	0	$0	$0	
	Pay Rates of $16.84 +			
Employee only	0	$695.04	$96.82	$791.86
Employee + Spouse	0	$1,641.90	$100.20	$1,742.10
Employee + Child(ren)	0	$1,425.35	$0.00	$1,425.35
Employee + Family	0	$2,375.59	$0.00	$2,375.59
	0	$0	$0	

Total monthly to MV:	$0
Total annual to MV:	$0

	Union			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Dental - Delta Dental PDP			
Employee only	1	$31.73	$0.00	$31.73
Employee + Spouse	0	$68.30	$0.00	68.30
Employee + Child(ren)	1	$65.26	$0.00	65.26
Employee + Family	0	$113.26	$0.00	113.26
	2	$97	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Dental - Delta Co-Pay			
Employee only	0	$12.22	$0.00	$12.22
Employee + Spouse	0	$26.30	$0.00	26.30
Employee + Child(ren)	0	$25.12	$0.00	25.12
Employee + Family	0	$43.60	$0.00	43.60
	0	$0	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Vision - VSP Vision Care			
Employee only	1	$5.60	$0.00	$5.60
Employee + Spouse	0	$11.22	$0.00	11.22
Employee + Child(ren)	1	$11.99	$0.00	11.99
Employee + Family	0	$19.17	$0.00	19.17
	2	$18	$0	

Total monthly to MV: $0
Total annual to MV: $0

MV Transportation – City of Dinuba
Non- Exempt Non-**Bargained Employees**
Benefits Participation

The non-exempt employee does not participate in medical benefits program.

MV is currently negotiating an extension to this Collective Bargaining Agreement

WAGES AND FRINGE BENEFITS
FOR
MV Transportation's City of Tulare, County of Tulare and City of Dinuba
Mechanics and Parts Clerk.

IMPORTANT NOTE AND DISCLAIMER

The wages and benefits paid to certain employees (full part time mechanics and parts clerks) of Company's operation at 525 N. Cain Street, are governed by a collective bargaining agreement (CBA) between MV and the Teamsters Local 517.

Supporting Document:
CBA – file named: 062 070 115 Visalia Tulare TCAT and IBT517 CBA 12.1.2017-11.30.2023

MECHANICS AND PARTS CLERK (Non-Exempt, Bargained Employees-Union)

BEREAVEMENT:
A non-probationary employee assigned to a classification covered by this agreement shall upon request, be granted up to three (3) days with pay for the Bereavement due to the death of an immediate family member. If the death of an immediate family member occurs out of state, the non-probationary employee will be entitled to two (2) additional paid days off. The company shall have the right to require proof of death of the relative.

UNIFORMS: The Company will provide eleven (11) sets of uniforms and one coat (beginning January 2019) to each eligible Maintenance Department employee. Employees will be held responsible for documented shortages. Company supplied uniforms are required to be worn during scheduled working hours. In addition, the Company shall provide all mechanics an annual boot/uniform allowance of two hundred dollars ($200) to be used at the employee's discretion for additional uniform items or work boots.

HOLIDAYS: Full time employees, are eligible for eight paid holidays to include: New Year's Day, Martin Luther King's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and Employee Birthday.

PAID TIME OFF:
A full-time employee covered by this Agreement shall be eligible to take vacation according to the following accrual schedule:

Time Period	Accrual Per Month	Yearly Total (Hours)

After 1 year of service	3.33	40.00
After 2 years of service	4	48.00
After 3 years of service	7.33	88.00
After 7 years of service	10.66	128.00

SICK LEAVE:

Beginning June 15, 2018, all employees shall receive three (3) days (twenty-four hours) per year for use after ninety (90) days of employment with the Company. Beginning January 1, 2019, the sick leave bank will be restored on the employee's anniversary date and restored on the anniversary date thereafter. Sick Days shall be (8) hours pay at the straight time wage rate for the employee. Sick Days shall not count as hours worked for any purpose listed in this Agreement – including, but not limited to, overtime or paid time off accrual. These three days of sick leave shall be considered excused absences. Sick leave shall not be carried over from year to year and shall not be available for cash out.

401 (k): After thirty (30) days of continuous employment, the Company will match $.10 for every $1 that the employee defers on the first 6% of the employee's pay. The Company 401(k) has a 5 year vesting period requirement for 100% all Company contributions.

Beginning June 15, 2018 and after thirty (30) days of continuous employment, the Company will match $.25 for every $1 that the employee defers on the first 6% of the employee's pay. The Company 401(k) has a 5 year vesting period requirement for 100% all Company contributions.

JURY DUTY: An employee reporting to jury duty shall be entitled to up to 8 hours of jury duty pay for each day served, to a maximum of five (5) days. Jury duty pay will be paid at the employees basic hourly rate, and shall not counted as hours worked for the calculation of overtime. Employees serving jury duty shall provide written verification from the court of actual jury service. Jury duty pay shall not exceed 40 hours per year.

LIFE INSURANCE: The Company will provide a life insurance policy in the amount of ten thousand (10,000) dollars for all employees. The employee must have a signed beneficiary form on file.

HEALTH INSURANCE:
Health Insurance – Designation of plans. On the first day of the month following sixty (60) days of employment, the Company will offer group Health, Dental and Vision benefits to all qualified employees covered by this agreement. The level of benefits shall be maintained throughout the life of the contract. The Company shall have the right to pursue other medical/dental/vision plans. Notification of plan changes shall be provided to the union not less than 30 days before implementation the new plan/s.

Section 25.2. Qualified Employee Defined. A qualified employee shall:

a) be a current, active employee
b) have completed sixty (60) days of continuous employment with the Company
c) regularly work an average of thirty (30) hours per week as calculated under the terms of the Patient Protection and Affordable Care Act (PPACA).

Section 25.3 – Contributions.

The Company shall make contributions in accordance with the table below. Contributions shall be made monthly toward the health insurance coverage for each qualified employee enrolled in a Company provided plan. The employee shall pay the balance of the premium through payroll deduction. There shall be no pay in lieu of benefits should an employee decide to decline any Company provided benefit/s. The Company shall have the right to contribute at a level above those stated in this Article in order to remain in compliance with the terms of the PPACA.

The maximum monthly company contribution towards a Company offered plan shall be as follows:

The Company shall contribute up to $400.00 per month.

CURRENT	2019	2020
$400.00	$500.00	$550.00

Beginning January 1, 2021, there shall be a 80/20 ER/EE split for all medical insurance plans offered by the Company for all categories (i.e. EE only, EE+1, Family).

The company shall continue to offer dental and vision coverage to employee's and their dependents at employee expense.

MV Transportation – City of Tulare, County of Tulare and Dinuba
Mechanics and Parts Clerk Wages as of 12/22/2021

MV Transportation – City of Tulare
Wages as of 12/22/2021

ROLE	SENIORITY	STATUS	WAGE
MAINT.	8/13/2012	FULLTIME	$ 32.00
MAINT.	12/11/2020	FULLTIME	$ 30.00
MAINT.	9/1/2021	FULLTIME	$ 30.00

MV Transportation – County of Tulare
Wages as of 12/22/2021

ROLE	SENIORITY	STATUS	WAGE
Auto Tech A	12/1/2009	Regular Full-Time	34.00
Auto Tech B	4/2/2012	Regular Full-Time	32.00
Auto Tech B	3/7/2017	Regular Full-Time	32.00
Auto Tech C	1/14/2019	Regular Full-Time	30.00
Parts Clerk	6/29/2009	Regular Full-Time	17.50

City of Tulare
Bargained Mechanics Benefit Participation

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Open Choice PPO			
Employee only	0	$76.97	$436.16	$513.13
Employee + Spouse	0	$338.66	$790.22	1,128.88
Employee + Child(ren)	0	$184.73	$738.90	923.63
Employee + Family	0	$384.84	$1,154.54	1,539.38
	0	$0	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Health Savings Plus			
Employee only	3	$125.18	$500.70	$625.88
Employee + Spouse	0	$275.38	$1,101.53	1,376.91
Employee + Child(ren)	0	$225.31	$901.26	1,126.57
Employee + Family	0	$375.52	$1,502.08	1,877.60
	3	$376	$1,502	

Total monthly to MV: $1,502
Total annual to MV: $18,025

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Buy Up PPO 500			
Employee only	0	$173.84	$695.37	$869.21
Employee + Spouse	0	$382.45	$1,529.81	1,912.26
Employee + Child(ren)	0	$312.92	$1,251.66	1,564.58
Employee + Family	0	$521.52	$2,086.10	2,607.62
	0	$0	$0	

Total monthly to MV: $0

Total annual to MV: $0

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Kaiser CA			
Employee only	0	$183.73	$734.92	$918.65
Employee + Spouse	0	$404.20	$1,616.82	2,021.02
Employee + Child(ren)	0	$367.46	$1,469.83	1,837.29
Employee + Family	0	$551.19	$2,204.75	2,755.94
	0	$0	$0	

Total monthly to MV: $0

Total annual to MV: $0

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Dental - Delta Dental Co-Pay			
Employee only	2	$12.22	$0.00	$12.22
Employee + Spouse	0	$26.30	$0.00	26.30
Employee + Child(ren)	0	$25.12	$0.00	25.12
Employee + Family	0	$43.60	$0.00	43.60
	2	$24	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Dental - Delta Dental PDP			
Employee only	1	$31.73	$0.00	$31.73
Employee + Spouse	0	$68.30	$0.00	68.30
Employee + Child(ren)	0	$65.26	$0.00	65.26
Employee + Family	0	$113.26	$0.00	113.26
	1	$32	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Vision - VSP			
Employee only	3	$5.60	$0.00	$5.60
Employee + Spouse	0	$11.22	$0.00	11.22
Employee + Child(ren)	0	$11.99	$0.00	11.99
Employee + Family	0	$19.17	$0.00	19.17
	3	$17	$0	

Total monthly to MV: $0
Total annual to MV: $0

County of Tulare
Bargained Mechanics and Parks Clerk Benefit Participation

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Open Choice PPO			
Employee only	0	$76.97	$436.16	$513.13
Employee + Spouse	0	$338.66	$790.22	1,128.88
Employee + Child(ren)	0	$184.73	$738.90	923.63
Employee + Family	0	$384.84	$1,154.54	1,539.38
	0	$0	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Health Savings Plus			
Employee only	0	$125.18	$500.70	$625.88
Employee + Spouse	0	$275.38	$1,101.53	1,376.91
Employee + Child(ren)	0	$225.31	$901.26	1,126.57
Employee + Family	0	$375.52	$1,502.08	1,877.60
	0	$0	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Buy Up PPO 500			
Employee only	0	$173.84	$695.37	$869.21
Employee + Spouse	0	$382.45	$1,529.81	1,912.26
Employee + Child(ren)	0	$312.92	$1,251.66	1,564.58
Employee + Family	0	$521.52	$2,086.10	2,607.62
	0	$0	$0	

Total monthly to MV: $0

Total annual to MV: $0

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Kaiser CA			
Employee only	1	$183.73	$734.92	$918.65
Employee + Spouse	0	$404.20	$1,616.82	2,021.02
Employee + Child(ren)	0	$367.46	$1,469.83	1,837.29
Employee + Family	0	$551.19	$2,204.75	2,755.94
	1	$184	$735	

Total monthly to MV: $735

Total annual to MV: $8,819

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Dental - Delta Dental Co-Pay			
Employee only	0	$12.22	$0.00	$12.22
Employee + Spouse	0	$26.30	$0.00	26.30
Employee + Child(ren)	0	$25.12	$0.00	25.12
Employee + Family	1	$43.60	$0.00	43.60
	1	$44	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Dental - Delta Dental PDP			
Employee only	2	$31.73	$0.00	$31.73
Employee + Spouse	0	$68.30	$0.00	68.30
Employee + Child(ren)	0	$65.26	$0.00	65.26
Employee + Family	1	$113.26	$0.00	113.26
	3	$177	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union Mechanics			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Vision - VSP			
Employee only	2	$5.60	$0.00	$5.60
Employee + Spouse	0	$11.22	$0.00	11.22
Employee + Child(ren)	0	$11.99	$0.00	11.99
Employee + Family	2	$19.17	$0.00	19.17
	4	$50	$0	

Total monthly to MV: $0
Total annual to MV: $0

MV is currently negotiating an extension to this Collective Bargaining Agreement

WAGES AND FRINGE BENEFITS
FOR
MV Transportation's City of Tulare Commuter Route, Local Route/Circulator and ADA paratransit

IMPORTANT NOTE AND DISCLAIMER

The wages and benefits paid to certain employees (full and regular part time dispatchers, drivers, and service workers) of the City of Tulare operations are governed by a collective bargaining agreement (CBA) between MV and the Amalgamated Transit Union, Local 1027.

Three supporting documents:

1) Signed CBA – file name: 0090 Tulare CBA Drivers Dispatchers Utility 07.01.2016-06.30.2019
2) Extended CBA – file name: 0090 0062 Tulare Hanford Extension Agreements 07.01.2019-06.30.2023

DISPATCH, DRIVERS, AND SERVICE WORKERS (Non-Exempt, Bargained Employees-Union)

UNIFORMS: The Company shall supply uniforms when required by the customer as such:

Drivers Uniforms: The Company shall supply drivers with uniforms. The company will supply: 3 pants and 5 shirts. The employee shall be responsible for uniform cleaning and care. Lost or missing uniforms shall be replaced at the expense of the driver. Driver uniforms will be replaced due to normal wear and tear, it being understood the uniforms being replaced must be returned to the Company.

Alterations: Employees shall receive up to $22.00 for alterations to their initial uniform allotment. Employees must provide a receipt for all alterations performed.

HOLIDAYS: Full time employees, are eligible for nine paid holidays to include: New Year's Day, Martin Luther King Jr. Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day.

PAID TIME OFF:
All full-time employees shall receive, after one (1) year continuous full-time employment, a paid vacation as described below:

Time Period	Accrual Per Pay Period (Hours)	Yearly Total (Hours)
0-12 months	1.5385	40.00
13-48 months	3.0769	80.00
49-72 months	4.6154	120.00
73 months plus	6.1538	160.00

SICK LEAVE: All employees shall receive 6 hours per month in paid sick leave.

401K PLAN: Employees may contribute to a pre-tax retirement savings plan after 6 months of Company employment. The company shall contribute 10% of the first 1 % of the employee's hourly rate for all hours worked to a 401 (k) Plan.

SAFETY BONUS: All employees shall receive $200.00 for each year with no unsafe acts or chargeable accidents. The safety bonus is payable on the next pay date after the employee's anniversary date of hire.

LIFE INSURANCE: The Company will provide all employees $5000 survivor death benefit at no cost to the employee. Beneficiary form must be on file with the Company.

HEALTH INSURANCE: The company agrees to maintain its' contribution to the existing health care coverage plan for all full-time employees. Effective January 1, 2018, the Company will contribute a maximum of $575.00 per month per full time employee toward the health care plan.

DENTAL INSURANCE: Effective July 1, 2015, the Company agrees to contribute an amount of up to $36.00 per month toward dental insurance for eligible full-time employees.

VISION INSURANCE: Effective July 1, 2013, the Company shall contribute up to $16.00 per month towards the cost of the employee's vision insurance.

AFFORDABLE HEALTH CARE PLANS: In addition to the previous health care coverage, the Company will also offer the following Affordable Care medical plans as follows:

- The Aetna High Deductible Plan
- The Aetna Buy-up Plan PPO

All non-probationary full-time employees will be eligible to participate in the company's Affordable Care Health & Welfare Plans (Medical, Prescription Drug, Dental & Vision) on the 1st of the month following sixty (60) days of full-time employment. The company will contribute $150.00 per month to the cost of medical/prescription drug coverage. Employees will have the option to participate in Dental, Vision, Life and

Disability products at group rates at their own cost. All employee contributions must be made via payroll deductions, except in the case of Leave of Absence, when other arrangements may be made. The employee's coverage shall end as of the last day of the month in which he terminates from the company.

MV Transportation – City of Tulare

Bargained Dispatch, Driver, and Service Worker Wages as of 12/22/2021

ROLE	SENIORITY	STATUS	WAGE
DRIVER	6/27/2004	FULLTIME	$ 22.50
DRIVER	6/27/2004	FULLTIME	$ 22.50
DRIVER	7/8/2004	FULLTIME	$ 22.50
DRIVER	6/1/2005	FULLTIME	$ 22.50
DRIVER	5/22/2009	FULLTIME	$ 22.50
DRIVER	5/22/2009	FULLTIME	$ 22.50
DRIVER	2/20/2012	FULLTIME	$ 22.50
DRIVER	3/26/2013	FULLTIME	$ 22.50
DRIVER	2/26/2013	FULLTIME	$ 22.50
DRIVER	2/12/2013	FULLTIME	$ 22.50
DRIVER	5/13/2014	FULLTIME	$ 22.50
DRIVER	1/9/2015	FULLTIME	$ 22.50
DRIVER	3/26/2015	FULLTIME	$ 22.50
DRIVER	4/25/2015	FULLTIME	$ 22.50
DRIVER	4/4/2016	FULLTIME	$ 22.25
DRIVER	9/28/2016	FULLTIME	$ 22.50
DRIVER	3/7/2017	FULLTIME	$ 21.50
DRIVER	6/19/2017	FULLTIME	$ 21.50
DRIVER	4/28/2019	FULLTIME	$ 19.25
DRIVER	10/3/2019	FULLTIME	$ 19.25
DRIVER	4/23/2021	FULLTIME	$ 18.00
DRIVER	6/13/2021	FULLTIME	$ 18.00
DRIVER	9/17/2021	FULLTIME	$ 18.00
DRIVER	12/13/2021	PARTIME	$ 18.00
DRIVER	12/13/2021	PARTIME	$ 18.00
SERVICE WORKER	4/21/2005	FULLTIME	$ 16.08
SERVICE WORKER	11/17/2021	FULLTIME	$ 16.08
DISPATCH	6/27/2004	FULLTIME	$ 23.50
DISPATCH	5/25/2011	FULLTIME	$ 23.50
DISPATCH	8/10/2012	FULLTIME	$ 23.50

MECHANICS, DISPATCH SUPERVISORS, DRIVER DEVELOPMENT, SAFETY SUPERVISOR, ADMINISTRATIVE ASSISTANTS, CLERKS, GUARDS AND SUPERVISORS BENEFITS (Non-Exempt, Non-Bargained-Non-Union)

MEDICAL: The Company shall provide group health, group dental and group vision and make contributions toward these insurance plans for all qualified employees. For purposes, a "qualified Employee" is defined as an employee who is performing work approximately working an average of thirty (30) hours a week.

VACATION PAY: Employees working 70+ hours in a pay period accrue 1.54 hours per pay period after one year of employment. After three years accrual increases to 3.08 hours per pay period.

SICK LEAVE: 24 hours/year.

PAID HOLIDAYS: All employees are eligible for six (6) paid holidays.

SUPPLEMENTAL VOLUNTARY BENEFITS: Following 30 days of employment full time and part time employees are eligible to participate in company offered benefits for short term disability, accident care, and critical illness.

FLEXIBLE SPENDING ACCOUNTS (Health Care FSA and Dependent Care FSA): These programs allow employees to put aside pre-tax money to pay for childcare or eldercare expenses while employees work, and to pay for qualifying out-of-pocket medical expenses (such as copays and other covered items.) Employees are eligible to participate in both plans on their normal benefits eligibility date.

EMPLOYEE ASSISTANCE PROGRAM: MV offers confidential counseling services at no cost for employees and family members (3 in-person sessions per incident per year). There is a 24/7 resource and referral line for counseling, financial assistance, legal problems, and many other issues.

SUPPLEMENTAL LIFE, AD&D, AND DISABILITY INSURANCE: In addition to its health insurance plan offerings, MV also offers company-sponsored supplemental life insurance and Accidental Death & Dismemberment (AD&D) insurance plans. The supplemental life insurance plan is available to employees, their spouse/domestic partner, and their children. The AD&D insurance plan is available to employees. Employees are eligible effective on the 1st of the month following their waiting period.

401 (k): Employees are eligible to participate in the Company offered 401(k) program.

MV Transportation – City of Tulare
Non- Exempt Non-Bargained Employees
Wages as of 01/20/2021

ROLE	SENIORITY	STATUS	WAGE
ROAD SUPERVISOR	1/20/2022	FULLTIME	$22.00

Medical Benefits Participation
Bargained Employees, Drivers, Dispatch and Utility Workers

2022				
ATU-1027				
Medical/Rx - Health Savings Plus				
Salary Band by Hrly Pay Rate	**EE Count**	**Employee Costs**	**Employer Costs**	**Total Cost**
$7.25 - $9.61	0	90.57	535.31	625.88
$9.62 - $12.82	0	120.18	505.70	625.88
$12.83 - $16.02	0	160.29	465.59	625.88
$16.03 - $19.23	0	200.26	425.62	625.88
$19.24 - $22.43	0	240.37	385.51	625.88
$22.44 - $25.64	1	280.34	345.54	625.88
$25.65 - $28.84	0	320.45	305.43	625.88
$28.85 +	0	360.42	265.46	625.88
	1	280.34	345.54	

Total monthly to MV: $346
Total annual to MV: $4,146

ATU-1027				
Medical/Rx - Buy Up PPO Union 500				
Salary Band by Hrly Pay Rate	**EE Count**	**Employee Costs**	**Employer Costs**	**Total Cost**
$7.25 - $9.61	0	373.91	535.31	909.22
$9.62 - $12.82	0	403.52	505.70	909.22
$12.83 - $16.02	0	443.63	465.59	909.22
$16.03 - $19.23	0	483.60	425.62	909.22
$19.24 - $22.43	0	523.71	385.51	909.22
$22.44 - $25.64	0	563.68	345.54	909.22
$25.65 - $28.84	0	603.79	305.43	909.22
$28.85 +	0	643.76	265.46	909.22
	0	0.00	0.00	

Total monthly to MV: $0
Total annual to MV: $0

	Union			
	EE Count	Employee Costs	Employer Costs	Total Costs
Medical - Kaiser CA Union Plan				
Employee only	13	$343.65	$575.00	$918.65
Employee + Spouse	0	$1,446.02	$575.00	2,021.02
Employee + Child(ren)	0	$1,262.29	$575.00	1,837.29
Employee + Family	0	$2,180.94	$575.00	2,755.94
	13	$4,467	$7,475	

Total monthly to MV: $7,475
Total annual to MV: $89,700

	Union			
	EE Count	Employee Costs	Employer Costs	Total Costs
Medical - Select Plan				
Employee only	0	$435.52	$575.00	$1,010.52
Employee + Spouse	0	$1,648.14	$575.00	2,223.14
Employee + Child(ren)	0	$1,243.93	$575.00	1,818.93
Employee + Family	0	$2,456.55	$575.00	3,031.55
	0	$0	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union			
	EE Count	Employee Costs	Employer Costs	Total Costs
Medical - Affordable Choice				
Employee only	2	$281.59	$575.00	$856.59
Employee + Spouse	0	$1,309.50	$575.00	1,884.50
Employee + Child(ren)	0	$966.87	$575.00	1,541.87
Employee + Family	0	$1,994.77	$575.00	2,569.77
	2	$563	$1,150	

Total monthly to MV: $1,150
Total annual to MV: $13,800

	Union			
	EE Count	Employee Costs	Employer Costs	Total Costs
Dental - Delta Co-Pay				
Employee only	4	$0.00	$12.22	$12.22
Employee + Spouse	1	$0.00	$26.30	26.30
Employee + Child(ren)	1	$0.00	$25.12	25.12
Employee + Family	0	$7.60	$36.00	43.60
	6	$0	$100	

Total monthly to MV: $100
Total annual to MV: $1,204

	Union			
	EE Count	Employee Costs	Employer Costs	Total Costs
Dental - Delta PPO				
Employee only	12	$0.00	$31.73	$31.73
Employee + Spouse	1	$32.30	$36.00	68.30
Employee + Child(ren)	1	$29.26	$36.00	65.26
Employee + Family	3	$77.26	$36.00	113.26
	17	$293	$561	

Total monthly to MV: $561
Total annual to MV: $6,729

	Union			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Vision - VSP Vision Care			
Employee only	17	$0.00	$5.60	$5.60
Employee + Spouse	2	$0.00	$11.22	11.22
Employee + Child(ren)	0	$0.00	$11.99	11.99
Employee + Family	5	$3.17	$16.00	19.17
	24	$16	$198	

Total monthly to MV: $198
Total annual to MV: $2,372

Medical Benefits Participation
Non-Exempt Non-Bargained Employees, Road Supervisor

This individual does not participate in medical, dental or vision coverage.

MV is currently negotiating an extension to this Collective Bargaining Agreement

WAGES AND FRINGE BENEFITS
FOR
MV Transportation's County of Tulare commuter route, ADA paratransit and LOOP.

IMPORTANT NOTE AND DISCLAIMER

The wages and benefits paid to certain employees (full part time drivers, dial-a-ride driver, utility workers, road supervisors and dispatch/reservationists) of the County of Tulare operations are governed by a collective bargaining agreement (CBA) between MV and the Teamsters Local 517.

Supporting Document:
CBA – file named: 070 115 Visalia TCAT – Driver Dispatch Utility – 12.1.2017 – 6.30.2023 Final with SEKI Addendum

DRIVERS, DIAL-A-RIDE DRIVERS, UTILITY WORKERS, ROAD SUPERVISORS AND DISPATCH/RESERVATIONISTS (Non-Exempt, Bargained Employees-Union)

BEREAVEMENT:
A non-probationary employee assigned to a classification covered by this agreement shall upon request, be granted up to three (3) days with pay for the Bereavement due to the death of an immediate family member. If the death of an immediate family member occurs out of State the non-probationary employee will be entitled to five (5) days with pay. The company shall have the right to require proof of death of the relative.

The company defines "immediate family" as the employee's spouse or registered domestic partner if pre-designated, including a partner of the same sex, parent, child, sibling; the employee's spouse's parent, child, or sibling; the employee's child's spouse, grandparents or grandchildren and step-parents.

UNIFORMS: The Company shall supply drivers with uniforms. The company will supply: 3 pants and 6 shirts. The employee shall ask for replacement uniform when uniform shows extensive wear, tears or stains.

HOLIDAYS: Full time employees, are eligible for eight paid holidays to include: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, Martin Luther King Jr, Day, and Employee Birthday.

PAID TIME OFF:

All full-time, non-probationary employee shall be accruing and be able to take vacation according to the following schedule:

Time Period	Accrual Per Pay Period	Yearly Total (Hours)
Completion of probation to 12	2.0	40.00
13-60 months	3.08	80.00
61-120 months	4.62	120.00
120 month plus	5.38	140.00

SICK LEAVE: Beginning June 15, 2018, all employees shall receive three (3) days (twenty-four hours) per year for use after ninety (90) days of employment with the Company. Beginning January 1, 2019, the sick leave bank will be restored on the employee's anniversary date and then distributed on the employee's anniversary date thereafter. Sick Days shall be (8) hours pay at the straight time wage rate for the employee. Sick Days shall not count as hours worked for any purpose listed in this Agreement – including, but not limited to, overtime or paid time off accrual. These three days of sick leave shall be considered excused absences. Sick leave shall not be carried over from year to year and shall not be available for cash out.

TEAMSTERS PENSION: Employer agrees to pay into the Western Conference of Teamsters Pension Trust Fund the sum of ten cents (10¢) for each hour for which compensation is paid to all employees. Said amounts to be computed monthly for each employee covered by the terms of this Agreement. Holidays and vacation shall be considered time worked.

PERFECT ATTENDANCE: Any employee having perfect attendance during a particular year shall receive a bonus of $150.00 on the first pay period of the following year.

JURY DUTY: Any employee receiving notification to report for jury duty shall immediately notify the Company. Any employee who is required to report to jury duty, who submits proof of a summons to appear for jury duty and submits proof of attendance, shall receive jury duty pay for any time missed from the employee's regular work shift. Jury duty pay shall be determined by subtracting the total number of payroll hours the employee receives (inclusive of paid vacation, sick leave and holiday) without jury duty pay during the pay period in which jury duty occurs from the total number of hours the employee would have received had the employee worked their normal bid shift during the same payroll period in which jury duty occurs. In no event shall total jury duty pay for any employee exceed 40 hours per year. Notwithstanding any other provision of this Article, an employee shall not be entitled to jury duty pay if any one of the following occurs: a) The employee fails to complete any and all scheduled work during the pay period in which jury duty occurs, including any portion of any shift, other than by reason of vacation, holiday or paid sick leave.

LIFE INSURANCE: The Company will provide a life insurance policy in the amount of ten thousand (10,000) dollars for all employees. The employee must have a signed beneficiary form on file.

HEALTH INSURANCE:

Section 1 - Designation of Plans:

The Company will offer group Health, Dental and Vision benefits to all qualified employees covered by this agreement. The level of benefits shall be maintained throughout the life of the contract. It is agreed to by the parties that the union may shop for better or more economical health insurance options during the term on this agreement. Implementation of any new plan will only occur by mutual agreement of the parties.

Section 2 - Qualified Employee Defined:

A qualified employee shall:

A. Employees shall become qualified to participate in the plan as defined in this Article on the first (1st) day of the month following sixty (60) days of employment with the Company.

B. For purposes of this section a "Qualified Employee" is defined as an employee who is performing work covered by the terms of this Agreement and who is working an average ofthi1iy (30) hours a week as calculated under the terms of the PPACA.

C. The parties agree that initial eligibility under the Trust for each Qualified Employee shall be provided in accordance with the provisions of the ACA.

Section 3 - CONTRIBUTIONS

The company shall make a contribution each month toward the Medical insurance coverage for each qualified employee enrolled in the plan in accordance with the table below. The Company may contribute more than the amounts in the table below in order to remain in compliance with the affordability provisions of the PP ACA. The employee shall pay the balance of the premium through payroll deduction.

Current premium is $550 per month.

Beginning January 1, 2021, there shall be a 80/20 ER/EE split for all medical insurance plans offered by the Company for all categories (i.e. EE only, EE+l, Family).

MV Transportation – County of Tulare

Drivers, Dial-a-ride Driver, Utility Workers, Road Supervisors and Dispatch/Reservationists Wages as of 12/22/2021

Position	Seniority Date	Status	Pay Rate
Road Supvr	6/7/2010	Regular Full-Time	24.00
Road Supvr	4/20/2021	Regular Part-Time	19.50
Driver	9/9/2006	Work Comp Injury Leave-Elig	22.50
Driver	9/9/2006	Regular Full-Time	22.50
Driver	9/9/2006	Regular Full-Time	22.50
Driver	10/6/2008	Regular Full-Time	22.50
Driver	4/22/2009	Regular Full-Time	22.50
Driver	12/1/2009	Regular Full-Time	22.50
Driver	11/8/2010	Regular Full-Time	22.50
Driver	4/4/2011	Regular Full-Time	22.50
Driver	2/6/2012	Regular Full-Time	22.50
Driver	2/12/2013	Regular Full-Time	22.50
Driver	5/26/2014	Regular Full-Time	22.50
Driver	6/16/2014	Regular Full-Time	22.50
Driver	10/8/2014	Regular Full-Time	22.50
Driver	4/27/2015	Regular Full-Time	22.50
Driver	10/10/2015	Regular Part-Time	22.50
Driver	9/7/2016	Regular Full-Time	21.50
Driver	9/27/2016	Regular Full-Time	21.50
Driver	3/21/2017	Regular Full-Time	21.50
Driver	5/15/2017	Regular Full-Time	21.50
Driver	8/25/2017	Regular Full-Time	21.50
Driver	9/15/2017	Regular Full-Time	22.50
Driver	8/31/2018	Regular Full-Time	19.25
Driver	1/21/2019	PT Work Comp Injury Leave-NElg	18.50
Driver	11/18/2019	Regular Part-Time	18.50
Driver	6/25/2020	Regular Part-Time	18.50
Driver	6/24/2021	Regular Part-Time	18.00
Driver	7/1/2021	Regular Full-Time	22.50
Driver	12/10/2021	Regular Part-Time	18.00
Dispatcher	1/2/2012	LOA w/o Pay & not Elg Benefits	23.50
Dispatcher	5/20/2014	Regular Full-Time	23.50
Dispatcher	11/25/2016	Regular Part-Time	23.25
Dispatcher	6/7/2021	Regular Part-Time	23.50
Utility Worker	9/30/2021	Regular Full-Time	16.08
Utility Worker	11/23/2021	Regular Full-Time	16.08

MV Transportation – County of Tulare

Drivers, Dial-a-ride Driver, Utility Workers, Road Supervisors and Dispatch/Reservationists Benefits Participation

	Union Drivers			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Open Choice PPO			
Employee only	2	$76.97	$436.16	$513.13
Employee + Spouse	0	$338.66	$790.22	1,128.88
Employee + Child(ren)	1	$184.73	$738.90	923.63
Employee + Family	0	$384.84	$1,154.54	1,539.38
	3	$339	$1,611	

Total monthly to MV: $1,611

Total annual to MV: $19,335

	Union Drivers			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Health Savings Plus			
Employee only	1	$125.18	$500.70	$625.88
Employee + Spouse	0	$275.38	$1,101.53	1,376.91
Employee + Child(ren)	0	$225.31	$901.26	1,126.57
Employee + Family	0	$375.52	$1,502.08	1,877.60
	1	$125	$501	

Total monthly to MV: $501

Total annual to MV: $6,008

	Union Drivers			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Buy Up PPO 500			
Employee only	3	$173.84	$695.37	$869.21
Employee + Spouse	0	$382.45	$1,529.81	1,912.26
Employee + Child(ren)	0	$312.92	$1,251.66	1,564.58
Employee + Family	0	$521.52	$2,086.10	2,607.62
	3	$522	$2,086	

Total monthly to MV: $2,086

Total annual to MV: $25,033

	Union Drivers			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Medical - Kaiser CA			
Employee only	9	$183.73	$734.92	$918.65
Employee + Spouse	0	$404.20	$1,616.82	2,021.02
Employee + Child(ren)	1	$367.46	$1,469.83	1,837.29
Employee + Family	0	$551.19	$2,204.75	2,755.94
	10	$2,021	$8,084	

Total monthly to MV: $8,084

Total annual to MV: $97,009

	Union Drivers			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Dental - Delta Dental Co-Pay			
Employee only	8	$12.22	$0.00	$12.22
Employee + Spouse	2	$26.30	$0.00	26.30
Employee + Child(ren)	0	$25.12	$0.00	25.12
Employee + Family	1	$43.60	$0.00	43.60
	11	$194	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union Drivers			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Dental - Delta Dental PDP			
Employee only	7	$31.73	$0.00	$31.73
Employee + Spouse	1	$68.30	$0.00	68.30
Employee + Child(ren)	1	$65.26	$0.00	65.26
Employee + Family	0	$113.26	$0.00	113.26
	9	$356	$0	

Total monthly to MV: $0
Total annual to MV: $0

	Union Drivers			
	EE Count	Employee Costs	Employer Costs	Total Costs
	Vision - VSP			
Employee only	13	$5.60	$0.00	$5.60
Employee + Spouse	3	$11.22	$0.00	11.22
Employee + Child(ren)	1	$11.99	$0.00	11.99
Employee + Family	1	$19.17	$0.00	19.17
	18	$138	$0	

Total monthly to MV: $0
Total annual to MV: $0

Porterville Transit Current Staff Report

POSITION	FULL/PART TIME	RATE	Hire Date	INSURANCE (Monthly)
Supervisor 1	Full Time	$22	4/12/2013	
Supervisor 2	Full Time	$22	6/12/2013	$630.92
Supervisor 3	Full Time	$22	5/22/2015	$41.04
Supervisor 4	Full Time	$22	8/24/2015	$763.85
Dispatcher 1	Full Time	$20.50	12/29/1996	
Dispatcher 2	Full Time	$18.50	6/24/209	
Dispatcher 3	Part Time	$18.50	1/18/2016	
Dispatcher 4	Part Time	$17.50	10/13/2021	
Driver 1	Full Time	$17.50	1/18/2016	
Driver 2	Full Time	$18.50	10/13/2010	
Driver 3	Part Time	$17.50	4/17/2014	
Driver 4	Part Time	$16.50	9/2/2017	
Driver 5	Full Time	$18.50	8/27/2008	
Driver 6	Full Time	$16.50	8/23/2021	
Driver 7	Part Time	$18.50	11/8/2011	$19.50
Driver 8	Full Time	$16.50	8/22/2017	
Driver 9	Full Time	$16.50	3/2/2020	
Driver 10	Full Time	$19.50	5/1/1996	$33.71
Driver 11	Full Time	$19.50	10/14/2003	
Driver 12	Full Time	$16.50	12/27/2018	
Driver 13	Full Time	$16.50	3/5/2020	
Driver 14	Full Time	$17.50	7/10/2015	
Driver 15	Part Time	$18.50	7/31/2008	$32.76
Driver 16	Part Time	$16.50	1/19/2018	
Driver 17	Part Time	$18.50	10/15/2007	
Driver 18	Full Time	$16.50	1/17/2018	
Driver 19	Full Time	$16.50	1/9/2020	
Driver 20	Full Time	$17.50	1/18/2016	
Driver 21	Full Time	$16.50	3/25/2019	
ADA Paratransit/ On Demand				
Driver 1	Full Time	$19.50	1/21/2006	$12.25
Driver 2	Full Time	$18.50	5/20/2008	
Driver 3	Full Time	$16.50	6/21/2019	
Driver 4	Full Time	$16.50	5/30/2019	
Driver 5	Full Time	$16.50	9/1/2019	
Driver 6	Full Time	$16.50	2/19/2020	
Driver 7	Full Time	$16.50	10/29/2020	
Driver 8	Full Time	$16.50	1/16/2021	
Driver 9	Full Time	$16.50	10/12021	
Driver 10	Full Time	$16.50	10/19/2021	
Driver 11	Full Time	$16.50	1/16/2021	
Driver 12	Full Time	$16.50	6/24/2019	
Utility 1	Part Time	$15.00	6/21/2019	
Utility 2	Part Time	$15.00	3/18/2020	
Utility 3	Part Time	$15.00	9/4/2019	
Utility 4	Part Time	$15.00	11/17/2021	

* Woodlake Service *

Driver 1	Full Time	$18.50	1	

TULARE COUNTY REGIONAL TRANSIT AGENCY
CONTRACT ADDENDUM

PROJECT TITLE:	Transit Operations Services
RFP NO:	2021-01
ADDENDUM NO:	3
ISSUED:	2/4/2022

The Tulare County Regional Transit Agency is issuing this Addendum to respond to questions raised by parties interested in the Request for Proposals named above (the "RFP").

This Addendum constitutes an integral part of the RFP and shall be read in conjunction with the RFP. Where inconsistent with the original RFP, or any pervious Addendum to the RFP, this Addendum shall govern. Unless specifically changed herein, all other requirements and provisions of the RFP remain unchanged and can only be modified if in writing by the Tulare County Regional Transit Agency. It is the responsibility of all Proposers to conform to this Addendum.

1. TCRTA 2022 Route Map and Schedules

The TCRTA 2022 Route Map and Schedules have been posted on the website. These routes and schedules will be effective July 1, 2022.

2. RFP Packing and Submission Instructions

Proposals must be received electronically no later than **5:00 PM on March 10, 2022**. It is recommended that a submittal email is sent without an attachment, as attachments may be too large, and access be granted for TCRTA to download your document. This could be done via FTP, Dropbox, Hightail, or another service as provided by prospective proposers. Please submit to Richard Tree, at rtree@tularecag.ca.gov. All Proposals must be signed by an authorized representative and received by TCRTA by the closing deadline. Late Proposals will be rejected.

3. Responses to Questions

Q&A Worksheet No. 1 has been posted on the website. Remaining Q&A's will be provided in future Addendum.

END OF ADDENDUM No. 3

/s/ Richard Tree
Executive Director



Tulare County Regional Transit Agency
Route C10 North County

TCRTA
Tulare County Regional Transit Agency

TCRTA
Tulare County Regional Transit Agency

Route/Ruta C10 North County

Northbound: Weekday Schedule/Horarios de Entre Semana									
Visalia Transit Center	Justice Complex	Stone Corral	Rd. 128 & School Ave	Ave 416 & Lone Rd	R-N Market	Orosi Market & Deli	Ave 416 & Rd 104	Kmart	Dinuba Transit center
6:15	6:34		6:44		6:48	6:50	6:54	6:57	7:04
7:15	7:34		7:44		7:49	7:51	7:55	7:58	8:05
8:15	8:34		8:44	8:49	8:53	8:55	8:59	9:02	9:09
9:10	9:29	9:40	9:49		9:53	9:55	9:59	10:02	10:09
10:15	10:34		10:44	10:51	10:55	10:57	11:01	11:04	11:11
11:15	11:34		11:44		11:48	11:50	11:54	11:57	12:05
1:15	1:34		1:44		1:48	1:50	1:54	1:57	2:04
2:10	2:29	2:40	2:49		2:53	2:55	2:59	3:02	3:09
3:15	3:34		3:44		3:48	3:50	3:54	3:57	4:04
4:15	4:34		4:44		4:48	4:50	4:54	4:57	5:04
5:15			5:40		5:44	5:46	5:50	5:53	6:00
6:15		6:36	6:45		6:49	6:51	6:55	6:58	7:05

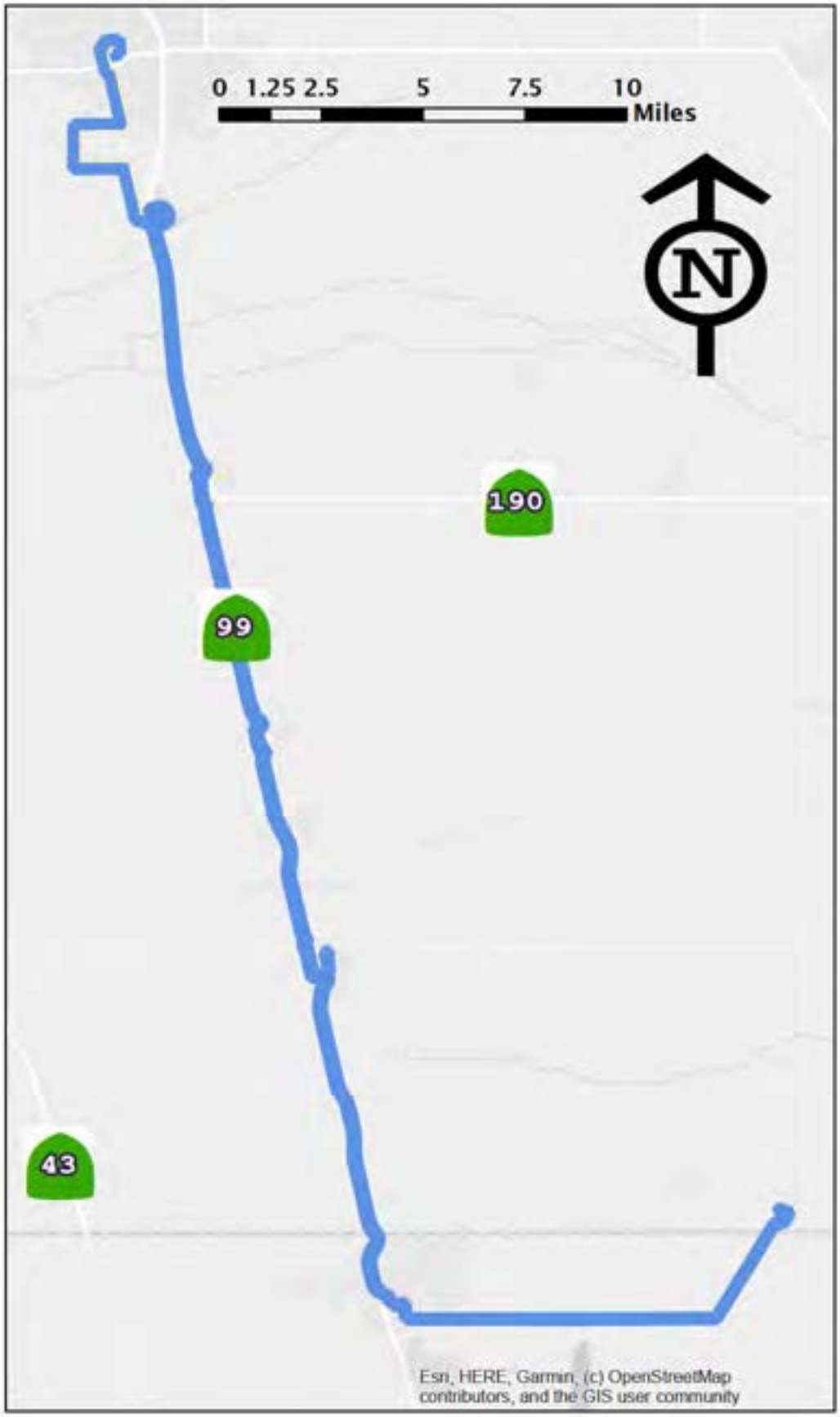
Northbound: Weekend Schedule/Horarios de sabado y domingo									
Visalia Transit Center	Justice Complex	Stone Corral	Rd. 128 & School Ave	Ave 416 & Lone Rd	R-N Market	Orosi Market and Deli	Ave 416 & Rd 104	Kmart	Dinuba Transit center
10:25	10:44		10:54		10:58	11:00	11:04	11:07	11:14
1:09	1:28		1:38		1:42	1:44	1:48	1:51	1:58
2:58	3:17		3:27		3:31	3:33	3:37	3:40	3:47
4:47	5:06	5:17	5:27		5:31	5:33	5:37	5:40	5:47

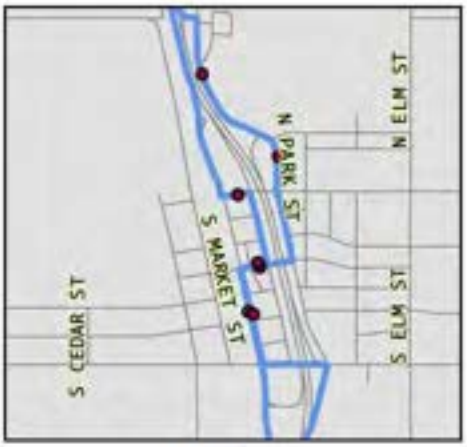
TCRTA
Tulare County Regional Transit Agency

Route/Ruta C10 North County

Southbound: Weekday Schedule/Horarios de Entre Semana									
Dinuba Transit center	Kmart	Ave 416 & Rd. 104	Orosi Mart & Deli	R-N market	Ave 416 & Lone Rd	Rd. 128 & School Ave	Stone Corral	Justice Complex	Visalia Transit Center
6:15	6:21	6:24	6:28	6:30		6:34		6:45	7:05
7:10	7:17	7:20	7:24	7:26		7:30	7:40	7:51	8:10
8:15	8:21	8:24	8:28	8:30		8:34		8:45	9:05
9:15	9:21	9:24	9:28	9:30		9:34		9:45	10:05
10:15	10:21	10:24	10:28	10:30		10:34		10:45	11:05
11:15	11:21	11:24	11:28	11:30		11:34		11:45	12:05
1:05	1:10	1:13	1:17	1:19	1:23	1:30		1:41	2:01
2:15	2:21	2:24	2:28	2:30		2:34		2:45	3:05
3:15	3:21	3:24	3:28	3:30	3:34	3:41		3:52	4:12
4:15	4:21	4:24	4:28	4:30		4:34		4:45	5:05
5:15	5:21	5:24	5:28	5:30		5:34	5:47		6:10
6:15	6:21	6:24	6:28	6:30	6:34	6:41			7:05

Southbound: Weekday Schedule/Horarios de sabado y domingo									
Dinuba Transit Center	Kmart	Ave 416 & Rd. 104	Orosi Mart & Deli	R-N market	Ave 416 & Lone Rd	Rd. 128 & School Ave	Stone Corral	Justice Complex	Visalia Transit center
9:20	9:26	9:29	9:33	9:35		9:39	9:50	10:00	10:20
11:19	11:25	11:28	11:32	11:34		11:38		11:49	12:09
2:03	2:09	2:12	2:16	2:18		2:22		2:33	2:53
3:52	3:58	4:01	4:05	4:07		4:11		4:22	4:42





Pixley



Earlimart



Richgrove

Tulare County Regional Transit Agency
Route/Ruta 'C20 South County'

TCRTA
Tulare County Regional Transit Agency

Route/Ruta C20 South County

C20 South County Northbound: Weekday Schedule/Horarios de entre semana											
Richgrove Food Center	Triangle Eye Institute	Delano Vallarta Market	Delano Transit Center	Earlimart Church & Sutter	Earlimart United Health Care	Teviston Avenue 76	Pixley Medical center	Tipton AG Services	Tipton Memorial building	Matheny Tract Wade & Pratt	Tulare Transit Center
					6:35	6:41	6:46	6:56	6:58	7:12	7:22
			7:53	8:09	8:12	8:18	8:23	8:33	8:35	8:49	8:59
			8:35	8:51	8:54	9:00	9:05	9:15	9:17	9:31	9:41
			10:12	10:28	10:31	10:37	10:42	10:52	10:54	11:08	11:18
12:12	12:27	12:32	12:35	12:48	12:51	12:57	1:02	1:12	1:14	1:28	1:38
			1:26	1:42	1:45	1:51	1:56	2:06	2:08	2:22	2:32
3:14	3:29	3:34	3:37	3:50	3:53						4:23
			3:45	4:01	4:04	4:10	4:15	4:25	4:27	4:41	4:51
			6:01	6:17	6:20	6:26	6:31	6:41	6:43	6:57	7:07
			6:59	7:15	7:18	7:24	7:29	7:39	7:41	7:55	8:05

TCRTA
Tulare County Regional Transit Agency

Route/Ruta C20 South County

C20 South County Southbound: Weekday Schedule/Horarios de entre semana											
Tulare Transit Center	Matheny Tract Wade & Canal St	Tipton AG Services	Tipton Memorial Building	Pixley Medical center	Teviston Ave 76	Earlimart Church & Sutter	Earlimart United Health Center	Delano Transit Center	Delano Vallarta market	Delano Medical Center	Richgrove Food Center
5:45	5:56	6:09	6:11	6:21	6:26	6:32	6:35				
6:45	6:56	7:09	7:11	7:21	7:26	7:32	7:35	7:53	7:56		
7:27	7:38	7:51	7:53	8:03	8:08	8:14	8:17	8:35	8:38		
9:04	9:15	9:28	9:30	9:40	9:45	9:51	9:54	10:12	10:15		
10:41	10:52	11:05	11:07	11:17	11:22	11:28	11:31	11:49	11:52	11:57	12:12
12:18	12:29	12:42	12:44	12:54	12:59	1:05	1:08	1:26	1:29		
1:43	1:54	2:07	2:09	2:19	2:24	2:30	2:33	2:51	2:54	2:59	3:14
2:37	2:48	3:01	3:03	3:13	3:18	3:24	3:27	3:45	3:48		
4:53	5:04	5:17	5:19	5:29	5:34	5:40	5:43	6:01	6:04		
5:51	6:02	6:15	6:17	6:27	6:32	6:38	6:41	6:59	7:02		

TCRTA
Tulare County Regional Transit Agency

Route/Ruta C20 South County

C20 South County Northbound: Weekday Schedule/Horarios de entre semana								
Delano Transit Center	Earlimart Church & Sutter	Earlimart United Health Care	Teviston Avenue 76	Pixley Medical Center	Tipton AG Services	Tipton Memorial Building	Matheny Tract Wade & Pratt	Tulare Transit Center
9:38	9:53	9:56	10:02	10:07	10:17	10:19	10:33	10:43
12:01	12:16	12:19	12:25	12:30	12:40	12:42	12:56	1:06
3:14	3:29	3:32	3:38	3:43	3:53	3:55	4:09	4:19
5:37	5:52	5:55	6:01	6:06	6:16	6:18	6:32	6:42

C20 South County Southbound: Weekend Schedule/Horarios de sabado y domingo									
Tulare Transit Center	Matheny Tract Wade Ave. & Canal	Tipton AG Services	Tipton Memorial Building	Pixley Medical Center	Teviston Ave 76	Earlimart Church & Sutter	Earlimart United Health Center	Delano Transit Center	Delano Vallarta Market
8:30	8:40	8:54	8:56	9:06	9:11	9:17	9:20	9:38	9:41
10:53	11:03	11:17	11:19	11:29	11:34	11:40	11:43	12:01	12:04
2:06	2:16	2:30	2:32	2:42	2:47	2:53	2:56	3:14	3:17
4:29	4:39	4:53	4:55	5:05	5:10	5:16	5:19	5:37	5:40



Tulare County Regional Transit Agency
Route/Ruta 'C30 Northeast County'

TCRTA
Tulare County Regional Transit Agency

Route/Ruta C30 Northeast County

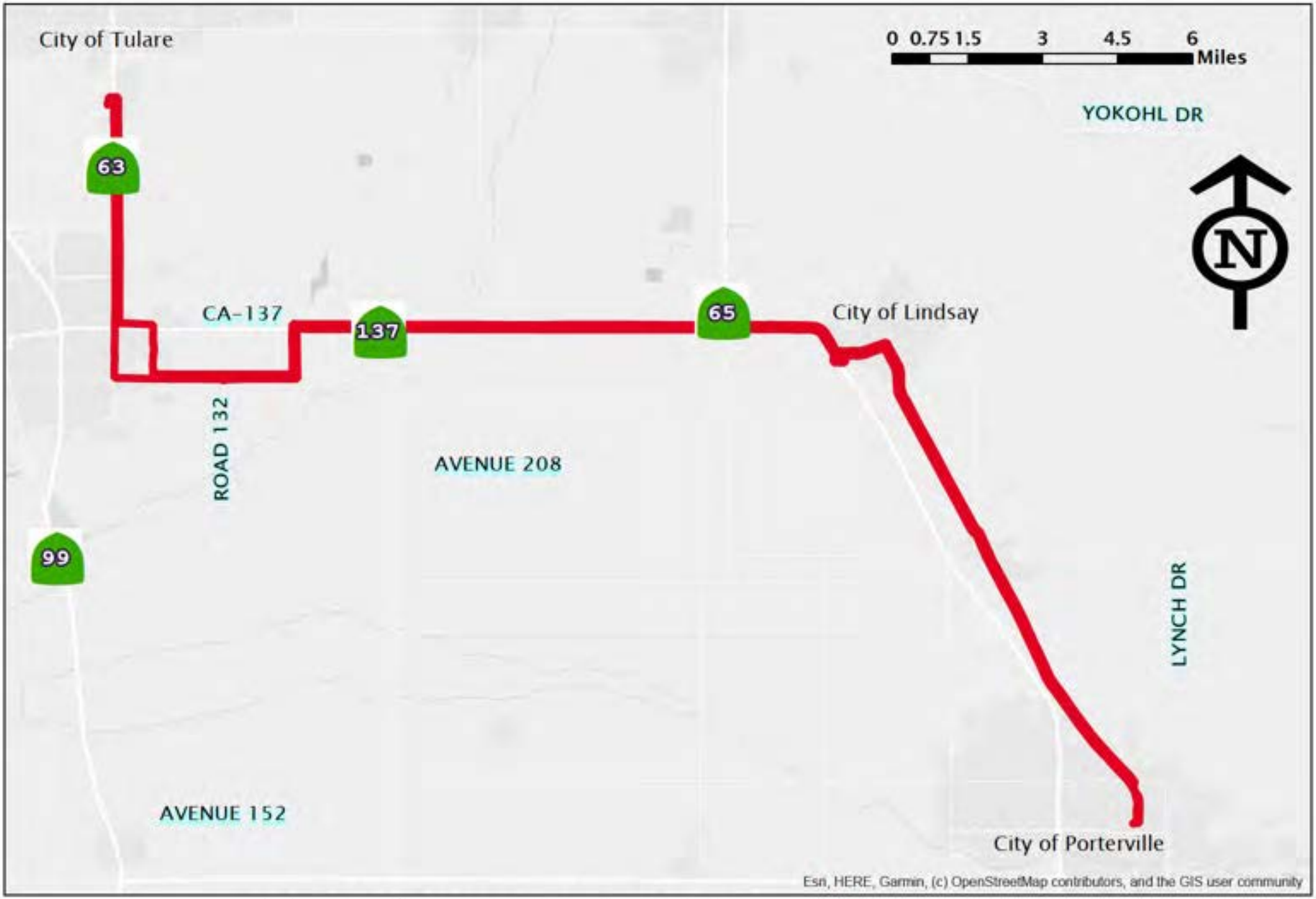
C30 Northeast County Eastbound: Weekday Schedule/Horarios de entre semana										
Visalia Transit Center	Lovers Lane & Houston	Golden West High School	Ivanhoe Rd 160	Ivanhoe Post Office	Woodlake Cypress & Hwy 216	Woodlake Whitney Transit Center	Lemon Cove Hwy 216 & 198	Three Rivers Memorial building	Lemon Cove Hwy 216 & 198	Visalia Transit Center
7:05	7:12	7:13	7:19	7:22	7:32	7:35				
7:40	7:47	7:48	7:54	7:57	8:07	8:10				
8:15	8:22	8:23	8:29	8:32	8:42	8:45				
8:50	8:57	8:58	9:04	9:07	9:17	9:20	9:30	9:50	10:10	
9:25	9:32	9:33	9:39	9:42	9:52	9:55				
10:55	11:02	11:03	11:09	11:12	11:22	11:25				
11:30	11:37	11:38	11:44	11:47	11:57	12:00				
12:40	12:47	12:48	12:54	12:57	1:07	1:10				
1:00	1:07	1:08	1:14	1:17	1:27	1:30				
1:50	1:57	1:58	2:04	2:07	2:17	2:20				
2:10	2:17	2:18	2:24	2:27	2:37	2:40	2:50	3:10	3:30	
3:35	3:42	3:43	3:49	3:52	4:02	4:05				
4:15	4:22	4:23	4:29	4:32	4:42	4:45				
4:45	4:52	4:53	4:59	5:02	5:12	5:20				
5:25	5:32	5:33	5:39	5:42	5:52	5:55				
6:00	6:07	6:08	6:14	6:17	6:27	6:30				
6:35	6:42	6:43	6:49	6:52	7:02	7:05	7:15	7:35	7:55	8:15

C30 Northeast County Westbound: Weekday Schedule/Horarios de entre semana										
Visalia Transit Center	Lemon Cove Hwy 216 & Hwy 198	Three Rivers Memorial Bldg.	Lemon Cove Hwy 216 & Hwy198	Woodlake Transit Center	Woodlake Cypress & Hwy 216	Ivanhoe Post Office	Ivanhoe Road 160	Visalia Golden Oak School	Visalia Lovers Lane & Houston	Visalia Transit Center
5:15	5:40	6:00	6:20	6:30	6:33	6:43	6:45	6:50	6:52	7:00
				7:05	7:08	7:18	7:20	7:25	7:27	7:35
				7:40	7:43	7:53	7:55	8:00	8:02	8:10
				8:15	8:18	8:28	8:30	8:35	8:37	8:45
				8:50	8:53	9:03	9:05	9:10	9:12	9:20
				10:00	10:03	10:13	10:15	10:20	10:22	10:30
	9:30	9:50	10:10	10:20	10:23	10:33	10:35	10:40	10:42	10:50
				11:30	11:33	11:43	11:45	11:50	11:52	12:00
				1:15	1:18	1:28	1:30	1:35	1:37	1:45
				1:35	1:38	1:48	1:50	1:55	1:57	2:05
				2:25	2:28	2:38	2:40	2:45	2:47	2:55
	2:50	3:10	3:30	3:40	3:43	3:53	3:55	4:00	4:02	4:10
				4:10	4:13	4:23	4:25	4:30	4:32	4:40
				4:50	4:53	5:03	5:05	5:10	5:12	5:20
				5:25	5:28	5:38	5:40	5:45	5:47	5:55
				6:00	6:03	6:13	6:15	6:20	6:22	6:30
	7:15	7:35	7:55	6:35	6:38	6:48	6:50	6:55	6:57	7:05

Route/Ruta C30 Northeast County

Route C30 Northeast County Eastbound: Weekend Schedule/Horarios de sabado y domingo								
Visalia Transit Center	Lovers Lane & Houston	Golden West High School	Ivanhoe Rd 160	Ivanhoe Post Office	Woodlake Cypress & Hwy 216	Woodlake Whitney Transit Center	Lemon Cove Hwy 216 & 198	Three Rivers Memorial Building
10:15	10:22	10:23	10:29	10:32	10:42	10:45		
12:20	12:27	12:28	12:34	12:37	12:47	12:50		
1:30	1:37	1:38	1:44	1:47	1:57	2:00		
2:40	2:47	2:48	2:54	2:57	3:07	3:10		
3:50	3:57	3:58	4:04	4:07	4:17	4:20		
5:00	5:07	5:08	5:14	5:17	5:27	5:30	5:40	6:00

Route C30 Northeast County Westbound: Weekend Schedule/Horarios de sabado y domingo									
Hwy. 216 & Hwy 198	Memorial Bldg.	Hwy 216 & Hwy 198	Woodlake Transit Center	Woodlake Cypress & Hwy 216	Ivanhoe Post Office	Ivanhoe Road 160	Visalia Golden Oak School	Visalia Lovers Lane &Houston	Visalia Transit Center
8:50	9:10	9:25	9:40	9:43	9:53	9:55	10:00	10:02	10:10
			10:50	10:53	11:03	11:05	11:10	11:12	11:20
			12:55	12:58	1:08	1:10	1:15	1:17	1:25
			2:05	2:08	2:18	2:20	2:25	2:27	2:35
			3:15	3:18	3:28	3:30	3:35	3:37	3:45
			4:25	4:28	4:38	4:40	4:45	4:47	4:55



Tulare County Regional Transit Agency
Route/Ruta 'C40 Southeast County'

TCRTA
Tulare County Regional Transit Agency

Route/Ruta C40 Southeast County

Route/Ruta C40 Southeast County Northbound: Weekday Schedule/Horarios de entre semana						
Porterville Transit Center	Strathmore Ave 196 & Orange	Lindsay City Hall	Lindsay McDonald's	Tulare COS	Tulare Time Out Pizza	Visalia RMA government
5:25	5:38	5:46	5:51	6:10	6:15	6:25
6:30	6:43	6:51	6:56	7:15	7:21	7:30
7:35	7:48	7:56	8:01	8:20	8:26	8:35
8:40	8:53	9:01	9:06	9:25	9:31	9:40
10:10	10:23	10:31	10:36	10:55	11:01	11:10
11:15	11:28	11:36	11:41	12:00	12:06	12:15
1:10	1:23	1:31	1:36	1:55	2:01	2:10
2:15	2:28	2:36	2:41	3:00	3:06	3:15
3:20	3:33	3:41	3:46	4:05	4:11	4:20
4:35	4:48	4:56	5:01	5:20	5:26	5:35
5:40	5:53	6:01	6:06	6:25	6:31	6:40
6:45	6:58	7:06	7:11	7:30	7:36	7:45

TCRTA
Tulare County Regional Transit Agency

Route/Ruta C40 Southeast County

Route/Ruta C40 Southeast County Southbound: Weekday Schedule/Horarios de entre semana						
Visalia RMA Government Plaza.	Tulare Hwy 137 & Mooney	Tulare COS Campus	Lindsay McDonald's	Lindsay Library	Strathmore Post Office	Porterville Transit Center
5:25	5:34	5:40	5:59	6:04	6:12	6:25
6:30	6:39	6:45	7:04	7:09	7:17	7:30
7:35	7:44	7:50	8:09	8:14	8:22	8:35
8:40	8:49	8:55	9:14	9:19	9:27	9:40
10:10	10:19	10:25	10:44	10:49	10:57	11:10
11:15	11:24	11:30	11:49	11:54	12:02	12:15
1:10	1:19	1:25	1:44	1:49	1:57	2:10
2:15	2:24	2:30	2:49	2:54	3:02	3:15
3:20	3:29	3:35	3:54	3:59	4:07	4:20
4:35	4:44	4:50	5:09	5:14	5:22	5:35
5:40	5:49	5:55	6:14	6:19	6:27	6:40
6:45	6:54	7:00	7:19	7:24	7:32	7:45

TCRTA
Tulare County Regional Transit Agency

Route/Ruta C40 Southeast County

C40 Southeast County Weekend Schedule/Horarios de sábado y domingo						
Porterville Transit Center	Strathmore Ave 196 & Orange Belt	Lindsay City Hall	Lindsay McDonald's	Tulare COS Campus	Tulare Time Out Pizza Waterpark	Visalia RMA Government Plaza
9:45	9:57	10:05	10:09	10:27	10:32	10:40
11:45	11:57	12:05	12:09	12:27	12:32	12:40
2:45	2:57	3:05	3:09	3:27	3:32	3:40
4:45	4:57	5:05	5:09	5:27	5:32	5:40

C40 Southeast County: Weekend Schedule/Horarios de sábado y domingo						
Visalia RMA Government	Tulare Hwy 137 & Mooney	Tulare COS campus	Lindsay McDonald's	Lindsay Library	Strathmore Post Office	Porterville Transit Center
10:45	10:52	10:58	11:16	11:20	11:28	11:40
1:45	1:52	1:58	2:16	2:20	2:28	2:40
3:45	3:52	3:58	4:16	4:20	4:28	4:40
5:45	5:52	5:58	6:16	6:20	6:28	6:40



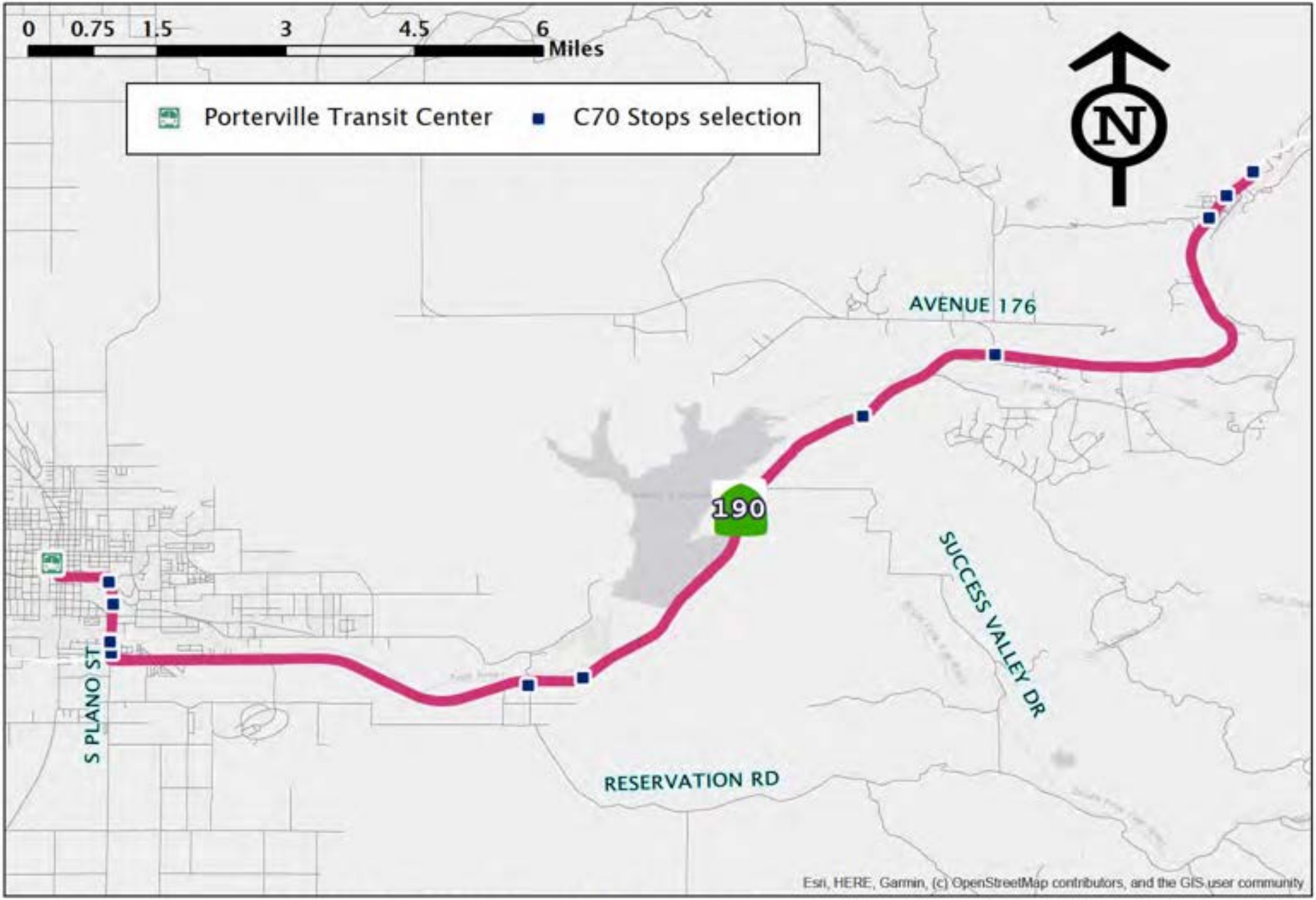
Tulare County Regional Transit Agency
Route/Ruta 'C60 Dinuba- London- Traver- Delft Colony

TCRTA
Tulare County Regional Transit Agency

Route/Ruta C60: Dinuba– London-Traver

Route/Ruta C60: Weekday Schedule/ Horarios de Entre Semana									
Dinuba Kmart	Walmart	Dinuba Transit Center	London Market	Houses	Tri Ms market	Delft colony Lawrence & Rd 57	Dinuba Transit Center	Walmart	Dinuba Kmart
		8:20	8:35	8:40	8:50	9:00	9:10	9:17	9:25
		9:30	9:45	9:50	10:00	10:10	10:20	10:25	10:33
12:45	12:53	12:58	1:13	1:18	1:28	1:38	1:48	1:53	2:01
5:00	5:08	5:13	5:28	5:33	5:43	5:53	6:03	6:08	6:16

Route/Ruta C60: Saturday Schedule/ Horarios de sabado				
Walmart	London market	Houses	Tri Ms market	Delft Colony Lawrence & Rd 57
9:30	9:45	9:50	10:00	10:10
10:30	10:45	10:50	11:00	11:10
1:30	1:45	1:50	2:00	2:10
2:30	2:45	2:50	3:00	3:10



Tulare County Regional Transit Agency
Route/Ruta 'C70 Porterville - Springville'

Route C70: Porterville-Springville

Route C70 Eastbound: Weekday Schedule		
Porterville Transit Center	Park and Ride (Rd 284 & SR 190)	Springville– Sequoia Dawn
8:43	9:01	9:13
2:33	2:52	3:04

Route C70 Westbound: Weekday Schedule		
Springville- Sequoia Dawn	Park and Ride (Rd 284 & SR 190)	Porterville Transit Center
9:18	9:40	9:48
3:09	3:27	3:35

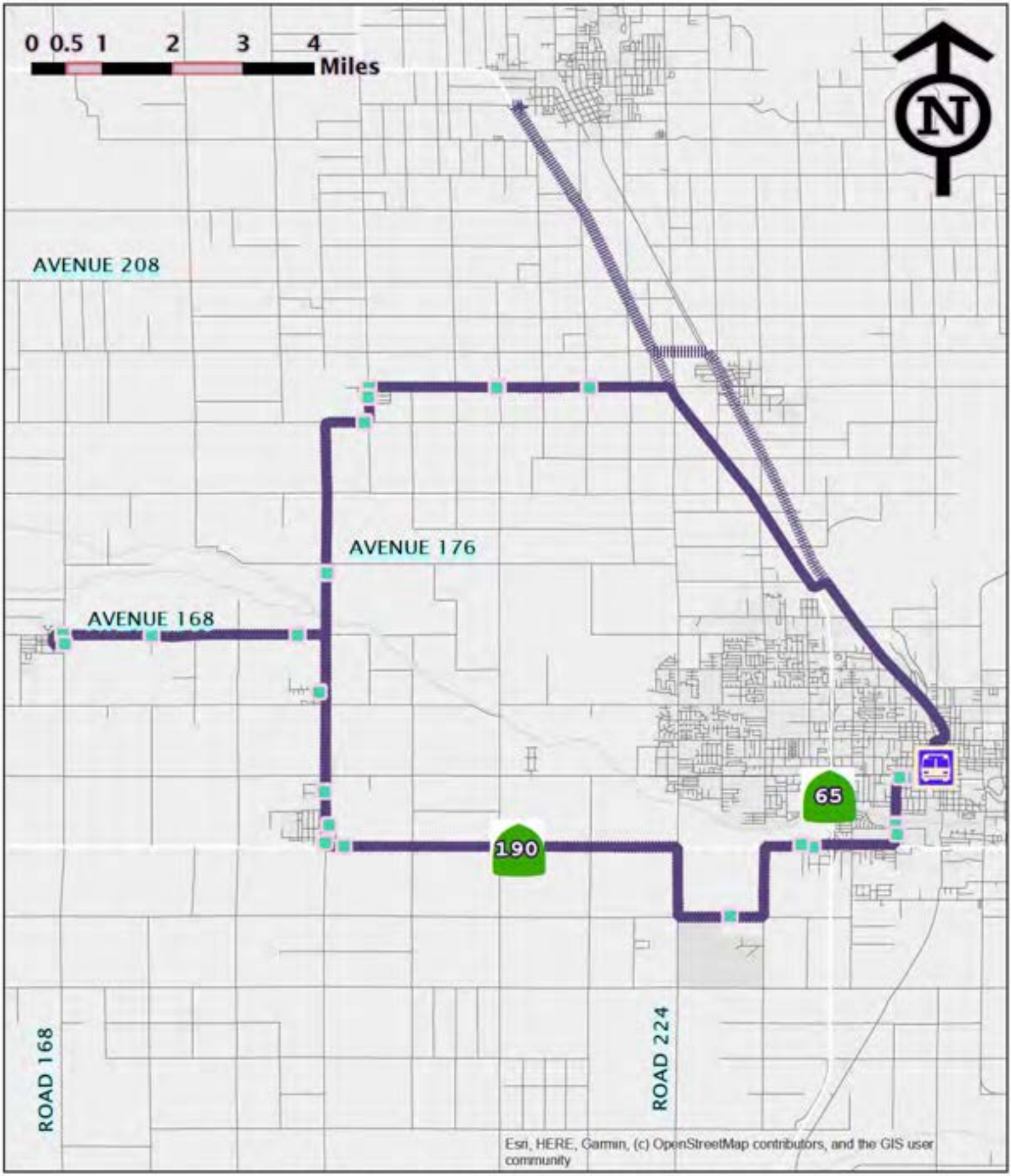


Tulare County Regional Transit Agency
Route/Ruta 'C80 Porterville - Terra Bella'

Route C80: Porterville– Terra Bella

Route C80 Southbound: Weekday Schedule				
Porterville Transit Center	Porterville College	Terra Bella Park	Ducor Ave 56 & Carlisle Rd	Ducor Shell Station
9:53	9:59	10:08	10:15	10:16
3:40	3:46	3:55	4:02	4:04

Route C80 Northbound: Weekday Schedule					
Ducor Shell Station	Terra Bella Park	Terra Bella Carl F Smith School	Terra Bella Fire Station	Porterville College	Porterville Transit Center
10:16	10:23	10:26	10:29	10:39	10:45
4:04	4:10	4:13	4:16	4:26	4:32



Tulare County Regional Transit Agency
Route/Ruta 'C90 Lindsay- Strathmore- Plainview- Woodville- Poplar- Porterville'

Route C90: Lindsay– Strathmore– Plainview– Woodville– Poplar– Porterville

Route C90 Northbound: Weekday Schedule							
Porterville Transit Center	South County Detention Center	Poplar Community Service Center	Cotton Center Auto Parts	Woodville Child Center	Woodville Altura Clinic	Strathmore Orange Belt & Ave 196	Lindsay McDonald's
7:20						7:33	7:41
11:50	12:05	12:15	12:18	12:21	12:26	12:36	12:52
1:18	1:30	1:39	1:42	1:47	1:50	2:00	
4:42	4:54	5:03	5:06	5:11	5:14	5:24	

Route C90 Southbound:								
Lindsay McDonald's	Plainview Ave 196 & Rd 196	Woodville Rd 168 & Ave 168	Woodville Child Development Center	Cotton Center Auto Parts	Poplar Community Service Cen-ter	Strathmore Orange Belt & Ave 196	South County Detention Center	Porterville Transit Center
	6:20	6:30	6:37	6:40	6:43	12:36	6:55	7:10
7:41	7:57	8:07	8:10	8:13	8:16		8:28	8:38
12:52						1:00		1:13
	2:00							2:28
	5:24							5:44



Tulare County Regional Transit Agency

Route/Ruta E1: Visalia- Exeter

0 0.3750.75 1.5 2.25 Miles

Route/Ruta E1

Bus Stop/Parada de autobús

Transit Center/Centro de Transito

N

TCRTA
Tulare County Regional Transit Agency

Route E1: Weekday/ Ruta E1 Entre Semana

E1 Westbound: Exeter-Farmersville-Visalia				
Palm & B Street	Visalia Rd & Oakview	Noble & Road 156	Ben Maddox & Cambridge	Visalia Transit Center
7:00	7:13	7:24	7:35	7:40
7:45	7:58	8:09	8:20	8:25
8:30	8:43	8:54	9:05	9:10
9:15	9:28	9:39	9:50	9:55
10:00	10:13	10:24	10:35	10:40
10:45	10:58	11:09	11:20	11:25
11:30	11:43	11:54	12:05	12:10
12:15	12:28	12:39	12:50	12:55
1:00	1:13	1:24	1:35	1:40
1:45	1:58	2:09	2:20	2:25
2:30	2:43	2:54	3:05	3:10
3:15	3:28	3:39	3:50	3:55
4:00	4:13	4:24	4:35	4:40
4:45	4:58	5:09	5:20	5:25
5:30	5:43	5:54	6:05	6:10
6:15	6:28	6:39	6:50	6:55
7:00	7:13	7:24	7:35	7:40

TCRTA
Tulare County Regional Transit Agency

Route E1: Weekday/ Ruta E1 Entre Semana

E1 Eastbound: Visalia-Farmersville-Exeter			
Visalia Transit Center	Road 156 & Noble	Visalia Road & Farmersville Boulevard	Palm & B Street
7:48	8:04	8:13	8:24
8:33	8:49	8:58	9:09
9:18	9:34	9:43	9:54
10:03	10:19	10:28	10:39
10:48	11:04	11:13	11:24
11:33	11:49	11:58	12:09
12:18	12:34	12:43	12:54
1:03	1:19	1:28	1:39
1:48	2:04	2:13	2:24
2:33	2:49	2:58	3:09
3:18	3:34	3:43	3:54
4:03	4:19	4:28	4:39
4:48	5:04	5:13	5:24
5:33	5:49	5:58	6:09
6:18	6:34	6:43	6:54
7:03	7:19	7:28	7:39
7:48	8:04	8:13	8:24

TCRTA
Tulare County Regional Transit Agency

Route E1: Sunday Service/ Ruta E1: Servicio de Domingo

E1 Westbound: Exeter-Farmersville-Visalia				
Palm & B Street	Visalia Road & Oakview	Noble & Road 156	Ben Maddox & Cambridge	Visalia Transit Center
8:37	8:47	8:57	9:07	9:17
10:07	10:17	10:27	10:37	10:47
11:37	11:47	11:57	12:07	12:17
1:07	1:17	1:27	1:37	1:47
2:37	2:47	2:57	3:07	3:17
4:07	4:17	4:27	4:37	4:47
5:37	5:47	5:57	6:07	6:17

Route E1: Sunday Service/ Ruta E1: Servicio de Domingo

E1 Eastbound: Visalia-Farmersville-Exeter			
Visalia Transit Center	Road 156 & Noble	Visalia Road & Farmersville Boulevard	Palm & B Street
8:00	8:12	8:24	8:37
9:30	9:42	9:54	10:07
11:00	11:12	11:24	11:37
12:30	12:42	12:54	1:07
2:00	2:12	2:24	2:37
3:30	3:42	3:54	4:07
5:00	5:12	5:24	5:37

AVENUE 296
198
AVENUE 292
TERRY AVE
AVENUE 288
E K AVE
AVENUE 280
63
ROAD 128
S LOVERS LN
ROAD 148
AVENUE 272
AVENUE 272
S MOONEY BLVD
OAKMONT ST
ROAD 132
LOVERS LN
FARMERSVILLE BLVD
AVENUE 264
AVENUE 260
Esri, HERE, Garmin, (c) OpenStreetMap contributors, and the GIS user community

Tulare County Regional Transit Agency

Route/Ruta F1: Visalia- Farmersville

0 0.25 0.5 1 1.5 Miles

Route/Ruta F1

Bus Stop/Parada de autobús

Transfer Center/Estación de transferencia

N

TCRTA
Tulare County Regional Transit Agency

Route F1: Weekday/ Ruta F1 Entre Semana

F1 Westbound: Farmersville-Visalia				
Roy's Park	Caldwell Ave & Ben Maddox	Court St & Kimball	Mooney Blvd. & Visalia Parkway	Orchard & Mooney
7:00	7:13	7:15	7:20	7:22
8:00	8:13	8:15	8:20	8:22
9:00	9:13	9:15	9:20	9:22
10:00	10:13	10:15	10:20	10:22
11:00	11:13	11:15	11:20	11:22
12:00	12:13	12:15	12:20	12:22
1:00	1:13	1:15	1:20	1:22
2:00	2:13	2:15	2:20	2:22
3:00	3:13	3:15	3:20	3:22
4:00	4:13	4:15	4:20	4:22
5:00	5:13	5:15	5:20	5:22
6:00	6:13	6:15	6:20	6:22
7:00	7:13	7:15	7:20	7:22

TCRTA
Tulare County Regional Transit Agency

Route F1: Weekday/ Ruta F1 Entre Semana

F1 Eastbound: Visalia-Farmersville				
Orchard & Mooney	Caldwell & Oak View	Caldwell & Ben Maddox	Farmersville City Hall	Roy's Park
7:32	7:35	7:38	7:48	7:51
8:32	8:35	8:38	8:48	8:51
9:32	9:35	9:38	9:48	9:51
10:32	10:35	10:38	10:48	10:51
11:32	11:35	11:38	11:48	11:51
12:32	12:35	12:38	12:48	12:51
1:32	1:35	1:38	1:48	1:51
2:32	2:35	2:38	2:48	2:51
3:32	3:35	3:38	3:48	3:51
4:32	4:35	4:38	4:48	4:51
5:32	5:35	5:38	5:48	5:51
6:32	6:35	6:38	6:48	6:51
7:32	7:35	7:38	7:48	7:51

TCRTA
Tulare County Regional Transit Agency

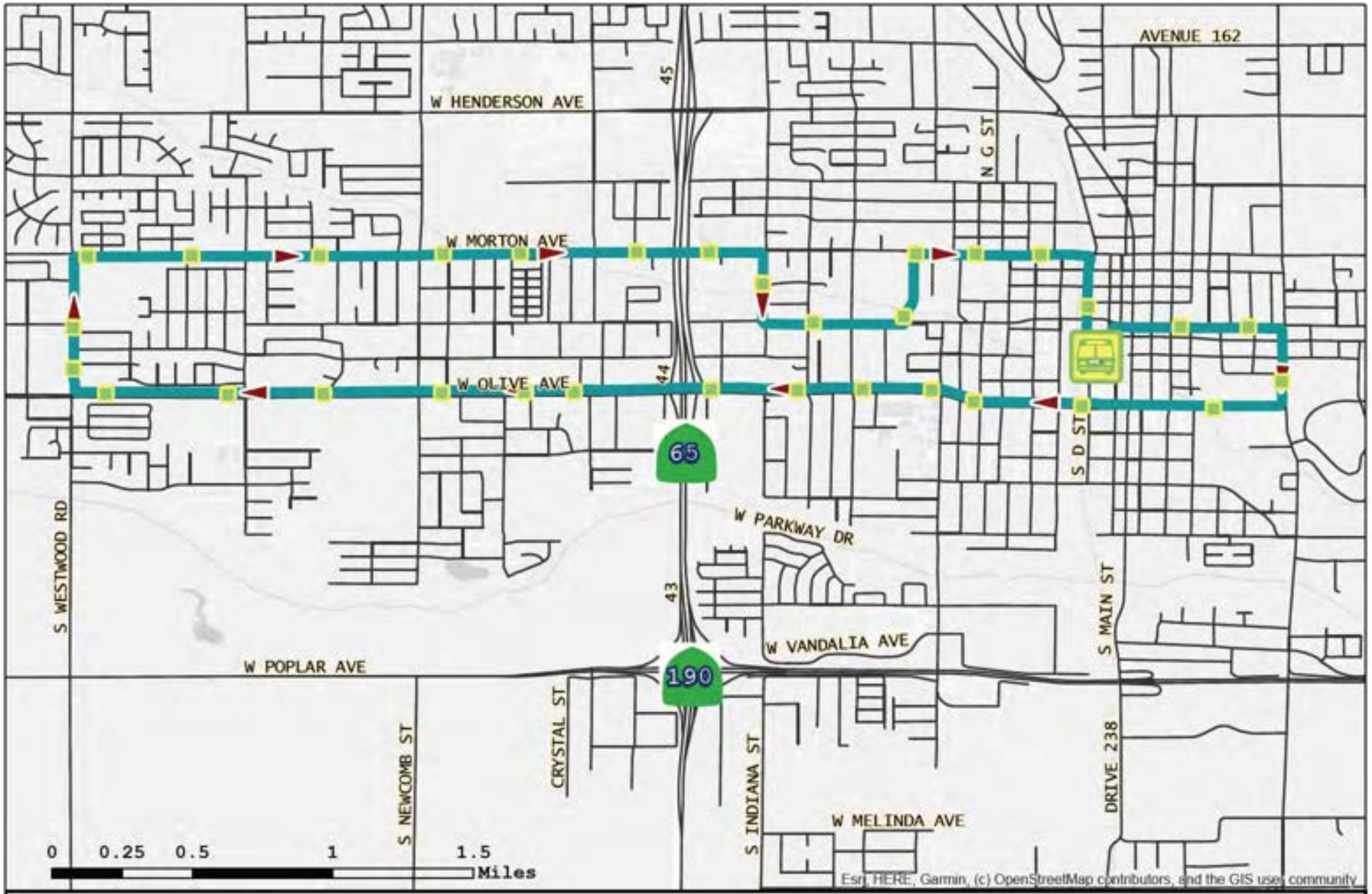
Route F1: Sunday Service/ Ruta F1: Servicio de Domingo

F1 Westbound: Farmersville-Visalia				
Roy's Park	Caldwell & Ben Maddox	Court & Kimball	Mooney & Visalia Parkway	Orchard & Mooney
8:00	8:13	8:15	8:20	8:22
9:00	9:13	9:15	9:20	9:22
10:00	10:13	10:15	10:20	10:22
11:00	11:13	11:15	11:20	11:22
12:00	12:13	12:15	12:20	12:22
1:00	1:13	1:15	1:20	1:22
2:00	2:13	2:15	2:20	2:22
3:00	3:13	3:15	3:20	3:22
4:00	4:13	4:15	4:20	4:22
5:00	5:13	5:15	5:20	5:22

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Tulare County Regional Transit Agency

Route F1: Sunday Service/ Ruta F1: Servicio de Domingo

F1 Eastbound: Visalia-Farmersville				
Orchard & Mooney	Caldwell & Oak View	Caldwell & Ben Maddox	Farmersville City Hall	Roy's Park
8:32	8:35	8:38	8:48	8:51
9:32	9:35	9:38	9:48	9:51
10:32	10:35	10:38	10:48	10:51
11:32	11:35	11:38	11:48	11:51
12:32	12:35	12:38	12:48	12:51
1:32	1:35	1:38	1:48	1:51
2:32	2:35	2:38	2:48	2:51
3:32	3:35	3:38	3:48	3:51
4:32	4:35	4:38	4:48	4:51
5:32	5:35	5:38	5:48	5:51



Route P1

Transit Center

Bus Stop/Parada de autobús

N

TCRTA

Tulare County Regional Transit Agency

TCRTA
Tulare County Regional Transit Agency

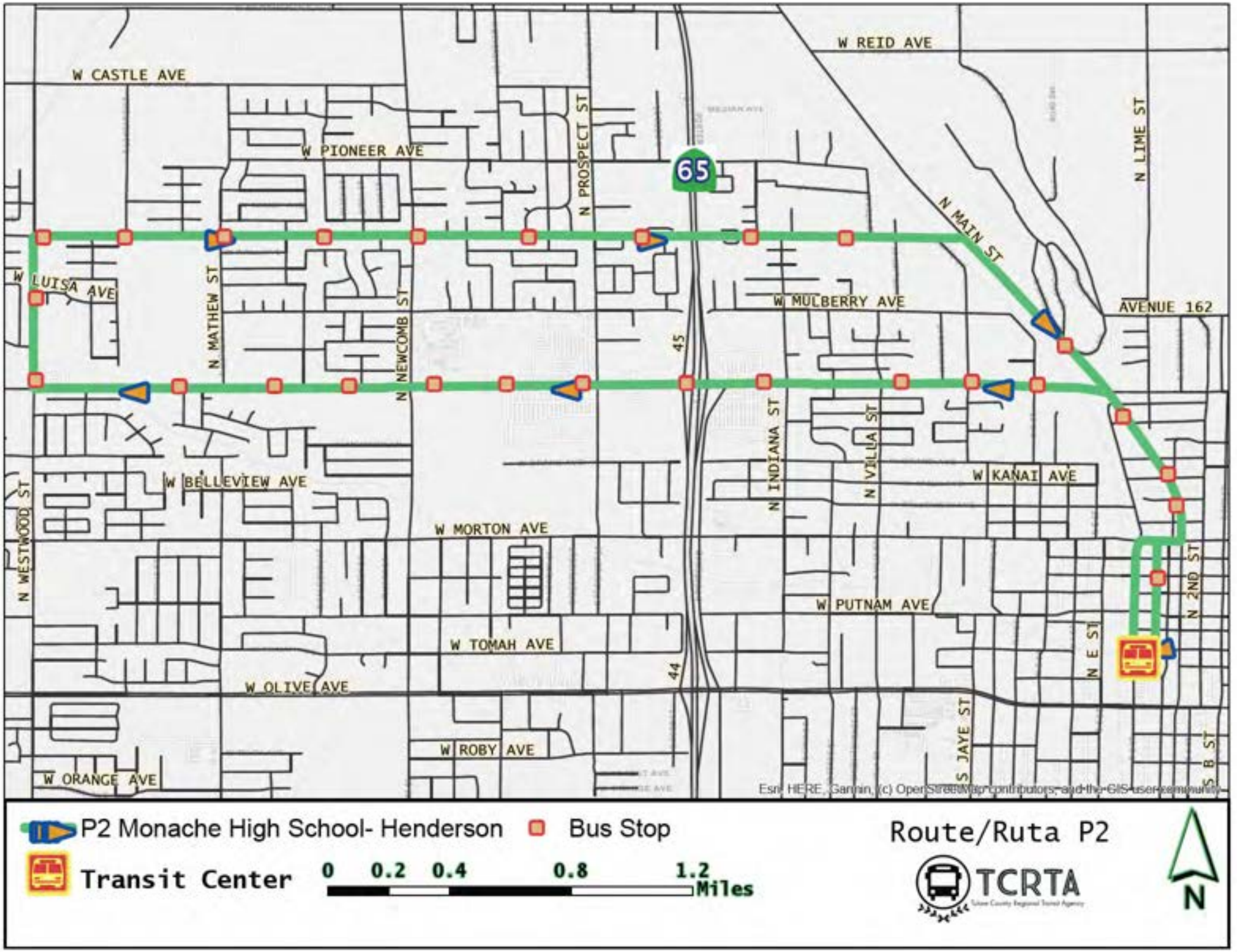
Route P1: Weekday/ Ruta P1 Entre Semana

Route/Ruta: P1 Sierra View District Hospital								
Downtown Transit Center	South County Justice Center	Olive Ave. and H St.	Olive Ave. and Salisbury	Morton Ave. and Argyle	Mission Mobile Homes	Sierra View Medical Center	Bartlett Middle School	Downtown Transit Center
7:00	7:05	7:08	7:16	7:22	7:26	7:32	7:34	7:37
7:40	7:45	7:48	7:56	8:02	8:06	8:12	8:14	8:17
8:20	8:25	8:28	8:36	8:42	8:46	8:52	8:54	8:57
9:00	9:05	9:08	9:16	9:22	9:26	9:32	9:34	9:37
9:40	9:45	9:48	9:56	10:02	10:06	10:12	10:14	10:17
10:20	10:25	10:28	10:36	10:42	10:46	10:52	10:54	10:57
11:00	11:05	11:08	11:16	11:22	11:26	11:32	11:34	11:37
11:40	11:45	11:48	11:56	12:02	12:06	12:12	12:14	12:17
12:20	12:25	12:28	12:36	12:42	12:46	12:52	12:54	12:57
1:00	1:05	1:08	1:16	1:22	1:26	1:32	1:34	1:37
1:40	1:45	1:48	1:56	2:02	2:06	2:12	2:14	2:17
2:20	2:25	2:28	2:36	2:42	2:46	2:52	2:54	2:57
3:00	3:05	3:08	3:16	3:22	3:26	3:32	3:34	3:37
3:40	3:45	3:48	3:56	4:02	4:06	4:12	4:14	4:17
4:20	4:25	4:28	4:36	4:42	4:46	4:52	4:54	4:57
5:00	5:05	5:08	5:16	5:22	5:26	5:32	5:34	5:37
5:40	5:45	5:48	5:56	6:02	6:06	6:12	6:14	6:17
6:20	6:25	6:28	6:36	6:42	6:46	6:52	6:54	6:57
7:00	7:05	7:08	7:16	7:22	7:26	7:32	7:34	7:37

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Tulare County Regional Transit Agency

Route/Ruta P1: Sunday Service/Servico de Domingo

Route/Ruta P1: Sierra View District Hospital								
Downtown Transit Center	South County Justice Center	Olive Ave. and Jaye St.	Olive Ave. and Salisbury	Morton Ave. and Argyle	Mission Mobile Homes	Sierra View Medical Center	Bartlett Middle School	Downtown Transit Center
8:00	8:05	8:08	8:16	8:22	8:26	8:32	8:34	8:37
8:40	8:45	8:48	8:56	9:02	9:06	9:12	9:14	9:17
9:20	9:25	9:28	9:36	9:42	9:46	9:52	9:54	9:57
10:00	10:05	10:08	10:16	10:22	10:26	10:32	10:34	10:37
10:40	10:45	10:48	10:56	11:02	11:06	11:12	11:14	11:17
11:20	11:25	11:28	11:36	11:42	11:46	11:52	11:54	11:57
12:00	12:05	12:08	12:16	12:22	12:26	12:32	12:34	12:37
12:40	12:45	12:48	12:56	1:02	1:06	1:12	1:14	1:17
1:20	1:25	1:28	1:36	1:42	1:46	1:52	1:54	1:57
2:00	2:05	2:08	2:16	2:22	2:26	2:32	2:34	2:37
2:40	2:45	2:48	2:56	3:02	3:06	3:12	3:14	3:17
3:20	3:25	3:28	3:36	3:42	3:46	3:52	3:54	3:57
4:00	4:05	4:08	4:16	4:22	4:26	4:32	4:34	4:37
4:40	4:45	4:48	4:56	5:02	5:06	5:12	5:14	5:17


W CASTLE AVE
W REID AVE
W PIONEER AVE
N PROSPECT ST
N LIME ST
65
N MAIN ST
W LUISA AVE
N MATHEW ST
N NEWCOMB ST
W MULBERRY AVE
AVENUE 162
45
N INDIANA ST
N VILLA ST
W KANAI AVE
W BELLEVIEW AVE
N WESTWOOD ST
W MORTON AVE
N 2ND ST
W PUTNAM AVE
W TOMAH AVE
N E ST
W OLIVE AVE
44
S JAYE ST
W ROBY AVE
S B ST
W ORANGE AVE
Esri, HERE, Garmin, (c) OpenStreetMap contributors, and the GIS user community
P2 Monache High School- Henderson
Bus Stop
Transit Center
0 0.2 0.4 0.8 1.2 Miles
Route/Ruta P2
TCRTA
N

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Tulare County Regional Transit Agency

Route/Ruta P2: Weekday/Entre Semana

P2: Monache High School								
Downtown Transit Center	Main St. & North	Henderson & Indiana	Monache High School	Westwood & Henderson	Westfield & Newcomb	Monte Vista School	Main St. & Danner	Downtown Transit Center
7:00	7:03	7:08	7:11	7:16	7:23	7:28	7:32	7:36
7:40	7:43	7:48	7:51	7:56	8:03	8:08	8:12	8:16
8:20	8:23	8:28	8:31	8:36	8:43	8:48	8:52	8:56
9:00	9:03	9:08	9:11	9:16	9:23	9:28	9:32	9:36
9:40	9:43	9:48	9:51	9:56	10:03	10:08	10:12	10:16
10:20	10:23	10:28	10:31	10:36	10:43	10:48	10:52	10:56
11:00	11:03	11:08	11:11	11:16	11:23	11:28	11:32	11:36
11:40	11:43	11:48	11:51	11:56	12:03	12:08	12:12	12:16
12:20	12:23	12:28	12:31	12:36	12:43	12:48	12:52	12:56
1:00	1:03	1:08	1:11	1:16	1:23	1:28	1:32	1:36
1:40	1:43	1:48	1:51	1:56	2:03	2:08	2:12	2:16
2:20	2:23	2:28	2:31	2:36	2:43	2:48	2:52	2:56
3:00	3:03	3:08	3:11	3:16	3:23	3:28	3:32	3:36
3:40	3:43	3:48	3:51	3:56	4:03	4:08	4:12	4:16
4:20	4:23	4:28	4:31	4:36	4:43	4:48	4:52	4:56
5:00	5:03	5:08	5:11	5:16	5:23	5:28	5:32	5:36
5:40	5:43	5:48	5:51	5:56	6:03	6:08	6:12	6:16
6:20	6:23	6:28	6:31	6:36	6:43	6:48	6:52	6:56
7:00	7:03	7:08	7:11	7:16	7:23	7:28	7:32	7:36

TCRTA
Tulare County Regional Transit Agency

Route/Ruta P2: Sunday Service/Servicio de Domingo

P2 Monache High School								
Downtown Transit Center	Main St. & North	Henderson & Indiana	Monache High School	Westwood & Henderson	Westfield & Newcomb	Monte Vista School	Main St. & Danner	Downtown Transit Center
8:00	8:03	8:08	8:11	8:16	8:23	8:28	8:32	8:36
8:40	8:43	8:48	8:51	8:56	9:03	9:08	9:12	9:16
9:20	9:23	9:28	9:31	9:36	9:43	9:48	9:52	9:56
10:00	10:03	10:08	10:11	10:16	10:23	10:28	10:32	10:36
10:40	10:43	10:48	10:51	10:56	11:03	11:08	11:12	11:16
11:20	11:23	11:28	11:31	11:36	11:43	11:48	11:52	11:56
12:00	12:03	12:08	12:11	12:16	12:23	12:28	12:32	12:36
12:40	12:43	12:48	12:51	12:56	1:03	1:08	1:12	1:16
1:20	1:23	1:28	1:31	1:36	1:43	1:48	1:52	1:56
2:00	2:03	2:08	2:11	2:16	2:23	2:28	2:32	2:36
2:40	2:43	2:48	2:51	2:56	3:03	3:08	3:12	3:16
3:20	3:23	3:28	3:31	3:36	3:43	3:48	3:52	3:56
4:00	4:03	4:08	4:11	4:16	4:23	4:28	4:32	4:36
4:40	4:43	4:48	4:51	4:56	5:03	5:08	5:12	5:16



Route/Ruta P3

P3 East Porterville

Bus Stop/Parada de Autobús

Transit Center

TCRTA

Tulare County Regional Transit Agency

TCRTA
Tulare County Regional Transit Agency

Route/Ruta P3: Weekday/Entre Semana

Route/Ruta: P3 East Porterville							
Downtown Transit Center	S. Plano at Vallarta	E. Date & Leggett	E. Springville & E. Success Dr.	Alta Vista School	Granit Hills High School	E. Putnam & Leggett	Downtown Transit Center
7:00	7:05	7:09	7:16	7:21	7:28	7:33	7:39
7:40	7:45	7:49	7:56	8:01	8:08	8:13	8:19
8:20	8:25	8:29	8:36	8:41	8:48	8:53	8:59
9:00	9:05	9:09	9:16	9:21	9:28	9:33	9:39
9:40	9:45	9:49	9:56	10:01	10:08	10:13	10:19
10:20	10:25	10:29	10:36	10:41	10:48	10:53	10:59
11:00	11:05	11:09	11:16	11:21	11:28	11:33	11:39
11:40	11:45	11:49	11:56	12:01	12:08	12:13	12:19
12:20	12:25	12:29	12:36	12:41	12:48	12:53	12:59
1:00	1:05	1:09	1:16	1:21	1:28	1:33	1:39
1:40	1:45	1:49	1:56	2:01	2:08	2:13	2:19
2:20	2:25	2:29	2:36	2:41	2:48	2:53	2:59
3:00	3:05	3:09	3:16	3:21	3:28	3:33	3:39
3:40	3:45	3:49	3:56	4:01	4:08	4:13	4:19
4:20	4:25	4:29	4:36	4:41	4:48	4:53	4:59
5:00	5:05	5:09	5:16	5:21	5:28	5:33	5:39
5:40	5:45	5:49	5:56	6:01	6:08	6:13	6:19
6:20	6:25	6:29	6:36	6:41	6:48	6:53	6:59
7:00	7:05	7:09	7:16	7:21	7:28	7:33	7:39

TCRTA
Tulare County Regional Transit Agency

Route/Ruta P3: Sunday Service/Servicio de Domingo

Route/Ruta: P3 East Porterville							
Downtown Transit Center	S. Plano at Vallarta	E. Date & Leggett	E. Springville & E. Success Dr.	Alta Vista School	Granit Hills High School	E. Putnam & Leggett	Downtown Transit Center
8:00	8:05	8:09	8:16	8:21	8:28	8:33	8:39
8:40	8:45	8:49	8:56	9:01	9:08	9:13	9:19
9:20	9:25	9:29	9:36	9:41	9:48	9:53	9:59
10:00	10:05	10:09	10:16	10:21	10:28	10:33	10:39
10:40	10:45	10:49	10:56	11:01	11:08	11:13	11:19
11:20	11:25	11:29	11:36	11:41	11:48	11:53	11:59
12:00	12:05	12:09	12:16	12:21	12:28	12:33	12:39
12:40	12:45	12:49	12:56	1:01	1:08	1:13	1:19
1:20	1:25	1:29	1:36	1:41	1:48	1:53	1:59
2:00	2:05	2:09	2:16	2:21	2:28	2:33	2:39
2:40	2:45	2:49	2:56	3:01	3:08	3:13	3:19
3:20	3:25	3:29	3:36	3:41	3:48	3:53	3:59
4:00	4:05	4:09	4:16	4:21	4:28	4:33	4:39
4:40	4:45	4:49	4:56	5:01	5:08	5:13	5:19



Route/Ruta P4

P4 Porterville College

Transit Center ■ Bus Stop/Parada de Autobús

TCRTA
Tulare County Regional Transit Agency

TCRTA
Tulare County Regional Transit Agency

Route/Ruta P4 Porterville College

Continued on next page. Continúa en la página siguiente

Route/Ruta: P4 Porterville College					
Downtown Transit Center	Santa Fe School	S. Plano & Chase	Porterville College	S. Main St. & E. Locust Ave.	S. Main St. & Vine
7:00	7:06	7:09	7:15	7:20	7:22
7:30	7:36	7:39	7:45	7:50	7:52
8:00	8:06	8:09	8:15	8:20	8:22
8:30	8:36	8:39	8:45	8:50	8:52
9:00	9:06	9:09	9:15	9:20	9:22
9:30	9:36	9:39	9:45	9:50	9:52
10:00	10:06	10:09	10:15	10:20	10:22
10:30	10:36	10:39	10:45	10:50	10:52
11:00	11:06	11:09	11:15	11:20	11:22
11:30	11:36	11:39	11:45	11:50	11:52
12:00	12:06	12:09	12:15	12:20	12:22
12:30	12:36	12:39	12:45	12:50	12:52
1:00	1:06	1:09	1:15	1:20	1:22
1:30	1:36	1:39	1:45	1:50	1:52
2:00	2:06	2:09	2:15	2:20	2:22
2:30	2:36	2:39	2:45	2:50	2:52
3:00	3:06	3:09	3:15	3:20	3:22

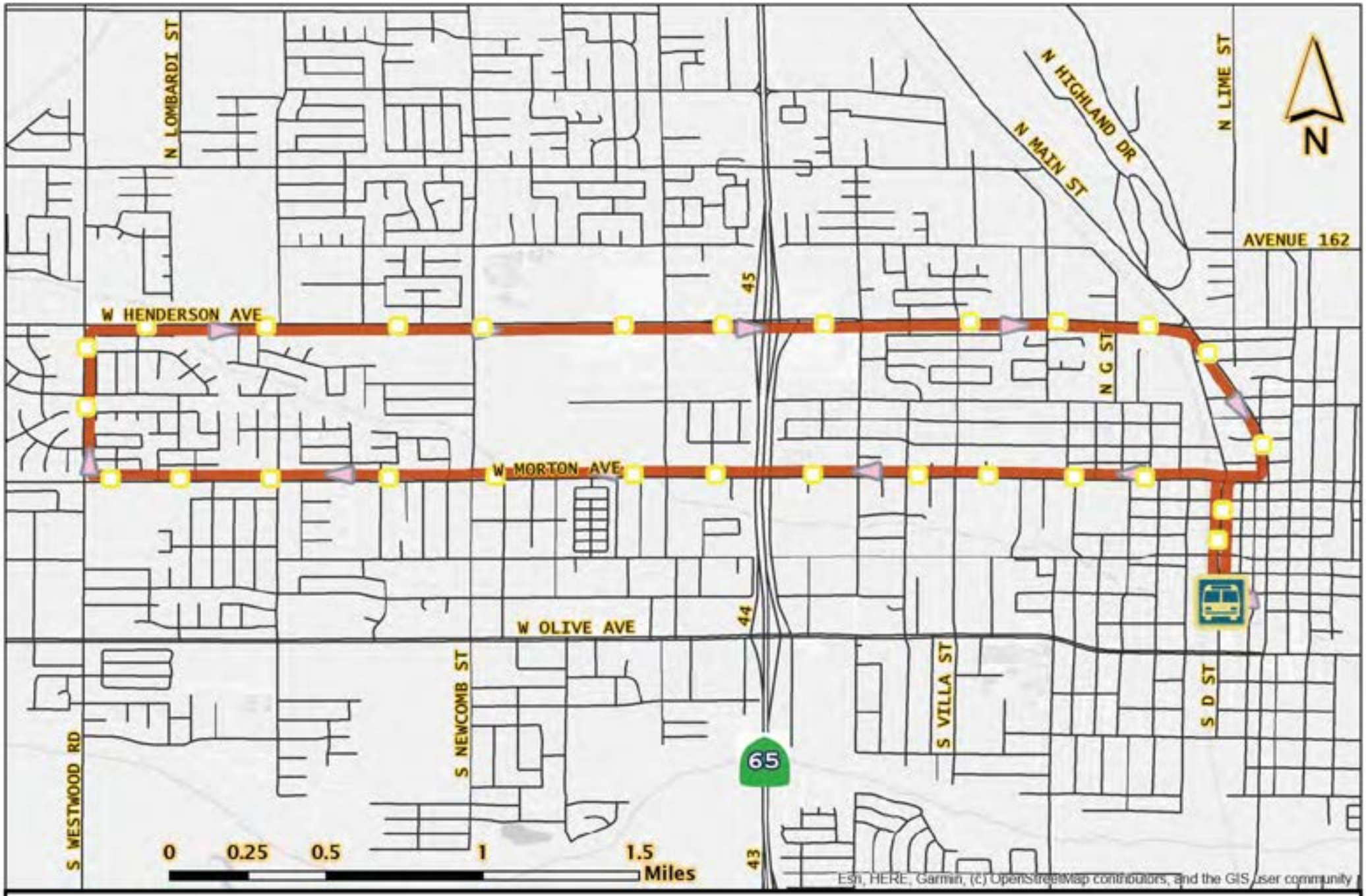
Shaded trips operate Monday-Saturday only. Los viajes sombreados solo operan de lunes a sabado.

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Tulare County Regional Transit Agency

Route/Ruta P4 Porterville College (continued)

Route/Ruta: P4 Porterville College					
Downtown Transit Center	Santa Fe School	S. Plano & Chase	Porterville College	S. Main St. & E. Locust Ave.	S. Main St. & Vine
3:30	3:36	3:39	3:45	3:50	3:52
4:00	4:06	4:09	4:15	4:20	4:22
4:30	4:36	4:39	4:45	4:50	4:52
5:00	5:06	5:09	5:15	5:20	5:22
5:30	5:36	5:39	5:45	5:50	5:52
6:00	6:06	6:09	6:15	6:20	6:22
6:30	6:36	6:39	6:45	6:50	6:52
7:00	7:06	7:09	7:15	7:20	7:22

Shaded trips operate Monday-Saturday only. Los viajes sombreados solo operan de lunes a sabado.


N LOMBARDI ST
N HIGHLAND DR
N MAIN ST
N LIME ST
N
AVENUE 162
W HENDERSON AVE
45
N G ST
W MORTON AVE
W OLIVE AVE
44
S NEWCOMB ST
S VILLA ST
S D ST
S WESTWOOD RD
65
43
0 0.25 0.5 1 1.5
Miles
Esri, HERE, Garmin, (c) OpenStreetMap contributors, and the GIS user community
Route/Ruta
P5 Veterans Park
Bus Stop/Parada de autobús
Transit Center
TCRTA
Tulare County Regional Transit Agency

TCRTA
Tulare County Regional Transit Agency

Route/Ruta P5: Weekday/Entre Semana

Route/Ruta: P5 Veterans Park									
Downtown Transit Center	Morton Ave. & El Granito	Social Security Office	Morton Ave. & Newcomb	Burton Elementary School	Henderson & Newcomb	Target Shopping Center	Galaxy 9 Theaters	Zalud Park	Downtown Transit Center
7:00	7:03	7:07	7:10	7:14	7:21	7:23	7:25	7:28	7:33
7:40	7:43	7:47	7:50	7:54	8:01	8:03	8:05	8:08	8:13
8:20	8:23	8:27	8:30	8:34	8:41	8:43	8:45	8:48	8:53
9:00	9:03	9:07	9:10	9:14	9:21	9:23	9:25	9:28	9:33
9:40	9:43	9:47	9:50	9:54	10:01	10:03	10:05	10:08	10:13
10:20	10:23	10:27	10:30	10:34	10:41	10:43	10:45	10:48	10:53
11:00	11:03	11:07	11:10	11:14	11:21	11:23	11:25	11:28	11:33
11:40	11:43	11:47	11:50	11:54	12:01	12:03	12:05	12:08	12:13
12:20	12:23	12:27	12:30	12:34	12:41	12:43	12:45	12:48	12:53
1:00	1:03	1:07	1:10	1:14	1:21	1:23	1:25	1:28	1:33
1:40	1:43	1:47	1:50	1:54	2:01	2:03	2:05	2:08	2:13
2:20	2:23	2:27	2:30	2:34	2:41	2:43	2:45	2:48	2:53
3:00	3:03	3:07	3:10	3:14	3:21	3:23	3:25	3:28	3:33
3:40	3:43	3:47	3:50	3:54	4:01	4:03	4:05	4:08	4:13
4:20	4:23	4:27	4:30	4:34	4:41	4:43	4:45	4:48	4:53
5:00	5:03	5:07	5:10	5:14	5:21	5:23	5:25	5:28	5:33
5:40	5:43	5:47	5:50	5:54	6:01	6:03	6:05	6:08	6:13
6:20	6:23	6:27	6:30	6:34	6:41	6:43	6:45	6:48	6:53
7:00	7:03	7:07	7:10	7:14	7:21	7:23	7:25	7:28	7:33

TCRTA
Tulare County Regional Transit Agency

Route/Ruta P5: Sunday Service/Servicio de Domingo

Route/Ruta: P5 Veterans Park									
Downtown Transit Center	Morton Ave. & El Granito	Social Security Office	Morton Ave. & Newcomb	Burton Elementary School	Henderson & Newcomb	Target Shopping Center	Galaxy 9 Theaters	Zalud Park	Downtown Transit Center
8:00	8:03	8:07	8:10	8:15	8:22	8:23	8:26	8:29	8:34
8:40	8:43	8:47	8:50	8:55	9:02	9:03	9:06	9:09	9:14
9:20	9:23	9:27	9:30	9:35	9:42	9:43	9:46	9:49	9:54
10:00	10:03	10:07	10:10	10:15	10:22	10:23	10:26	10:29	10:34
10:40	10:43	10:47	10:50	10:55	11:02	11:03	11:06	11:09	11:14
11:20	11:23	11:27	11:30	11:35	11:42	11:43	11:46	11:49	11:54
12:00	12:03	12:07	12:10	12:15	12:22	12:23	12:26	12:29	12:34
12:40	12:43	12:47	12:50	12:55	1:02	1:03	1:06	1:09	1:14
1:20	1:23	1:27	1:30	1:35	1:42	1:43	1:46	1:49	1:54
2:00	2:03	2:07	2:10	2:15	2:22	2:23	2:26	2:29	2:34
2:40	2:43	2:47	2:50	2:55	3:02	3:03	3:06	3:09	3:14
3:20	3:23	3:27	3:30	3:35	3:42	3:43	3:46	3:49	3:54
4:00	4:03	4:07	4:10	4:15	4:22	4:23	4:26	4:29	4:34
4:40	4:43	4:47	4:50	4:55	5:02	5:03	5:06	5:09	5:14



Route/Ruta

P6 Family HealthCare Network

Bus Stop/Parada de autobús

Transit Center

TCRTA

TCRTA
Tulare County Regional Transit Agency

Route/Ruta P6: Weekday/Entre Semana

Route/Ruta: P6 Family HealthCare Network Loop								
Downtown Transit Center	Sierra View Medical Center	Springville Dr. @ Chess Terrace	Lowes Shopping Center	Family HealthCare Network	Holiday Inn Express	Home Depot	E St. & Date	Downtown Transit Center
7:00	7:03	7:08	7:11	7:16	7:23	7:26	7:32	7:35
7:41	7:44	7:49	7:52	7:57	8:04	8:07	8:13	8:16
8:22	8:25	8:30	8:33	8:38	8:45	8:48	8:54	8:57
9:03	9:06	9:11	9:14	9:19	9:26	9:29	9:35	9:38
9:44	9:47	9:52	9:55	10:00	10:07	10:10	10:16	10:19
10:25	10:28	10:33	10:36	10:41	10:48	10:51	10:57	11:00
11:06	11:09	11:14	11:17	11:22	11:29	11:32	11:38	11:41
11:47	11:50	11:55	11:58	12:03	12:10	12:13	12:19	12:22
12:28	12:31	12:36	12:39	12:44	12:51	12:54	1:00	1:03
1:09	1:12	1:17	1:20	1:25	1:32	1:35	1:41	1:44
1:50	1:53	1:58	2:01	2:06	2:13	2:16	2:22	2:25
2:31	2:34	2:39	2:42	2:47	2:54	2:57	3:03	3:06
3:12	3:15	3:20	3:23	3:28	3:35	3:38	3:44	3:47
3:53	3:56	4:01	4:04	4:09	4:16	4:19	4:25	4:28
4:34	4:37	4:42	4:45	4:50	4:57	5:00	5:06	5:09
5:15	5:18	5:23	5:26	5:31	5:38	5:41	5:47	5:50
5:56	5:59	6:04	6:07	6:12	6:19	6:22	6:28	6:31
6:37	6:40	6:45	6:48	6:53	7:00	7:03	7:09	7:12

TCRTA
Tulare County Regional Transit Agency

Route/Ruta P6: Sunday Service/Servicio de Domingo

Route/Ruta: P6 Family HealthCare Network Loop								
Downtown Transit Center	Sierra View Medical Center	Springville Dr. @ Chess Terrace	Lowes Shopping Center	Family Health Care	Holiday Inn Express	Home Depot	E St. & Date	Downtown Transit Center
8:00	8:03	8:08	8:11	8:16	8:23	8:26	8:32	8:35
8:42	8:45	8:50	8:53	8:58	9:05	9:08	9:14	9:17
9:24	9:27	9:32	9:35	9:40	9:47	9:50	9:56	9:59
10:06	10:09	10:14	10:17	10:22	10:29	10:32	10:38	10:41
10:48	10:51	10:56	10:59	11:04	11:11	11:14	11:20	11:23
11:30	11:33	11:38	11:41	11:46	11:53	11:56	12:02	12:05
12:12	12:15	12:20	12:23	12:28	12:35	12:38	12:44	12:47
12:54	12:57	1:02	1:05	1:10	1:17	1:20	1:26	1:29
1:36	1:39	1:44	1:47	1:52	1:59	2:02	2:08	2:11
2:18	2:21	2:26	2:29	2:34	2:41	2:44	2:50	2:53
3:00	3:03	3:08	3:11	3:16	3:23	3:26	3:32	3:35
3:42	3:45	3:50	3:53	3:58	4:05	4:08	4:14	4:17
4:24	4:27	4:32	4:35	4:40	4:47	4:50	4:56	4:59


ELSTER AVE
ZUMWALT AVE
N WEST ST
N J ST
N ADAMS ST
RETHERFORD ST
HILLMAN ST
Sports Park
N E ST
Vallarta
Regional Med. Ctr.
N M ST
Pleasant School
N F ST
Maple-School
N B ST
99
87
W TULARE AVE
E KERN AVE
137
Esri, HERE, Garmin, (c) OpenStreetMap contributors, and the GIS user community
Tulare County Regional Transit Agency
Route/Ruta T1
Route/Ruta
1 North Tulare
0 0.1 0.2 0.4 0.6
Miles
Transit Center
Bus Stop/Parada de autobús
N

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T1

Continued on next page. Continúa en la página siguiente

T1 North Tulare						
Transit Center	Regional Med. Ctr.	Vallarta	Sports Park	Pleasant School	Maple School	Transit Center
7:00	7:04	7:07	7:12	7:17	7:21	7:23
7:30	7:34	7:37	7:42	7:47	7:51	7:53
8:00	8:04	8:07	8:12	8:17	8:21	8:23
8:30	8:34	8:37	8:42	8:47	8:51	8:53
9:00	9:04	9:07	9:12	9:17	9:21	9:23
9:30	9:34	9:37	9:42	9:47	9:51	9:53
10:00	10:04	10:07	10:12	10:17	10:21	10:23
10:30	10:34	10:37	10:42	10:47	10:51	10:53
11:00	11:04	11:07	11:12	11:17	11:21	11:23
11:30	11:34	11:37	11:42	11:47	11:51	11:53
12:00	12:04	12:07	12:12	12:17	12:21	12:23
12:30	12:34	12:37	12:42	12:47	12:51	12:53
1:00	1:04	1:07	1:12	1:17	1:21	1:23
1:30	1:34	1:37	1:42	1:47	1:51	1:53
2:00	2:04	2:07	2:12	2:17	2:21	2:23

Shaded trips operate Monday-Saturday only. Los viajes sombreados solo operan de lunes a sabado.

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T1 (cont.)

T1 North Tulare						
Transit Center	Regional Med. Ctr.	Vallarta	Sports Park	Pleasant School	Maple School	Transit Center
2:30	2:34	2:37	2:42	2:47	2:51	2:53
3:00	3:04	3:07	3:12	3:17	3:21	3:23
3:30	3:34	3:37	3:42	3:47	3:51	3:53
4:00	4:04	4:07	4:12	4:17	4:21	4:23
4:30	4:34	4:37	4:42	4:47	4:51	4:53
5:00	5:04	5:07	5:12	5:17	5:21	5:23
5:30	5:34	5:37	5:42	5:47	5:51	5:53
6:00	6:04	6:07	6:12	6:17	6:21	6:23
6:30	6:34	6:37	6:42	6:47	6:51	6:53
7:00	7:04	7:07	7:12	7:17	7:21	7:23

Shaded trips operate Monday-Saturday only. Los viajes sombreados solo operan de lunes a sabado.


N 1ST
63
137
E KERN AVE
Martin Luther King & O St.
S K ST
86
Blackstone at Bardsley
Bardsley at Mooney
99
E LEVIN AVE
E FOSTER DR
W PAIGE AVE
E PAIGE AVE
S 1ST
Esri, HERE, Garmin, (c) OpenStreetMap contributors, and the GIS user community
Tulare County Regional Transit Agency
Route/Ruta T2
Transit Center
T2 Southeast Tulare
Bus Stop/ Parada de Autobús
0 0.15 0.3 0.6 0.9
Miles
N

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T2

Continued on next page. Continúa en la página siguiente

T2 Southeast Tulare				
Transit Center	Martin Luther King & O St.	Bardsley @ Mooney	Blackstone @ Bardsley	Transit Center
7:00	7:03	7:10	7:20	7:26
7:29	7:32	7:39	7:49	7:55
7:58	8:01	8:08	8:18	8:24
8:27	8:30	8:37	8:47	8:53
8:56	8:59	9:06	9:16	9:22
9:25	9:28	9:35	9:45	9:51
9:54	9:57	10:04	10:14	10:20
10:23	10:26	10:33	10:43	10:49
10:52	10:55	11:02	11:12	11:18
11:21	11:24	11:31	11:41	11:47
11:50	11:53	12:00	12:10	12:16
12:19	12:22	12:29	12:39	12:45
12:48	12:51	12:58	1:08	1:14
1:17	1:20	1:27	1:37	1:43
1:46	1:49	1:56	2:06	2:12

Shaded trips operate Monday-Saturday only. Los viajes sombreados solo operan de lunes a sabado.

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T2 (cont.)

T2 Southeast Tulare				
Transit Center	Martin Luther King & O St.	Bardsley @ Mooney	Blackstone @ Bardsley	Transit Center
2:15	2:18	2:25	2:35	2:41
2:44	2:47	2:54	3:04	3:10
3:13	3:16	3:23	3:33	3:39
3:42	3:45	3:52	4:02	4:08
4:11	4:14	4:21	4:31	4:37
4:40	4:43	4:50	5:00	5:06
5:09	5:12	5:19	5:29	5:35
5:38	5:41	5:48	5:58	6:04
6:07	6:10	6:17	6:27	6:33
6:36	6:39	6:46	6:56	7:02

Shaded trips operate Monday-Saturday only. Los viajes sombreados solo operan de lunes a sabado.


N WEST ST
N A ST
N F ST
N OAKS ST
N M ST
N O ST
N J ST
N B ST
N E ST
W TULARE AVE
E KERN AVE
Westside Community Health Clinic
Senior Center
Skate Park
137
S H ST
S K ST
S O ST
Tulare County Fairgrounds
Esri, HERE, Garmin, (c) OpenStreetMap contributors, and the GIS user community
Tulare County Regional Transit Agency
Route/Ruta T3
T3 West Tulare
Transit Center
Bus Stop/Parada de Autobús
0 0.125 0.25 0.5
Miles
N

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T3

Weekday/Entre Semana

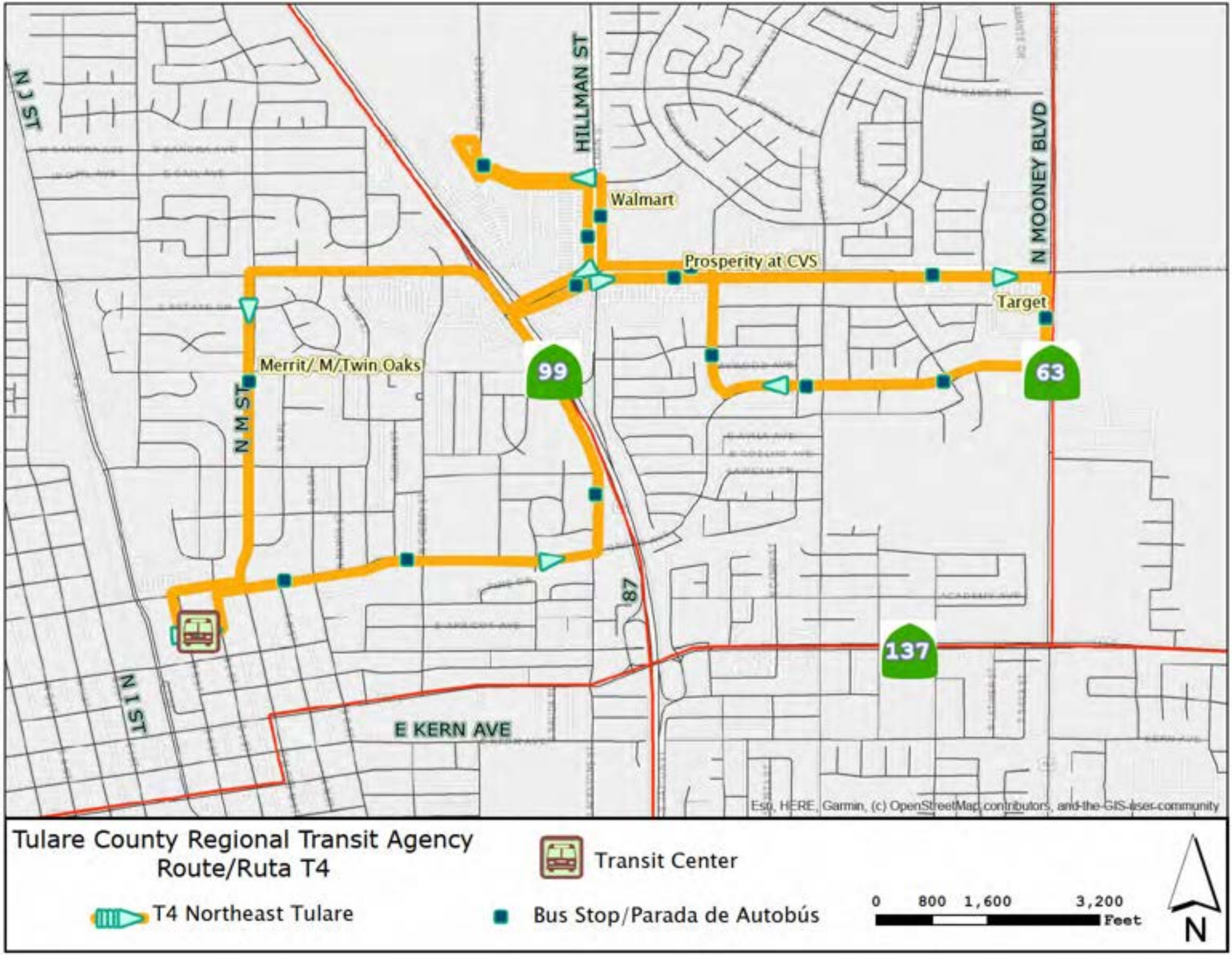
T3 West Tulare				
Transit Center	Westside Community	Senior Center	Skate Park	Transit Center
7:00	7:10	7:15	7:26	7:28
7:30	7:40	7:45	7:56	7:58
8:00	8:10	8:15	8:26	8:28
8:30	8:40	8:45	8:56	8:58
9:00	9:10	9:15	9:26	9:28
9:30	9:40	9:45	9:56	9:58
10:00	10:10	10:15	10:26	10:28
10:30	10:40	10:45	10:56	10:58
11:00	11:10	11:15	11:26	11:28
11:30	11:40	11:45	11:56	11:58
12:00	12:10	12:15	12:26	12:28
12:30	12:40	12:45	12:56	12:58
1:00	1:10	1:15	1:26	1:28
1:30	1:40	1:45	1:56	1:58
2:00	2:10	2:15	2:26	2:28
2:30	2:40	2:45	2:56	2:58
3:00	3:10	3:15	3:26	3:28
3:30	3:40	3:45	3:56	3:58
4:00	4:10	4:15	4:26	4:28
4:30	4:40	4:45	4:56	4:58
5:00	5:10	5:15	5:26	5:28
5:30	5:40	5:45	5:56	5:58
6:00	6:10	6:15	6:26	6:28
6:30	6:40	6:45	6:56	6:58
7:00	7:10	7:15	7:26	7:28

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T3 (cont.)

Sunday Service/Servicio de Domingo

T3 West Tulare				
Transit Center	Westside Community Health Clinic	Senior Center	Skate Park	Transit Center
8:00	8:10	8:15	8:26	8:28
8:30	8:40	8:45	8:56	8:58
9:00	9:10	9:15	9:26	9:28
9:30	9:40	9:45	9:56	9:58
10:00	10:10	10:15	10:26	10:28
10:30	10:40	10:45	10:56	10:58
11:00	11:10	11:15	11:26	11:28
11:30	11:40	11:45	11:56	11:58
12:00	12:10	12:15	12:26	12:28
12:30	12:40	12:45	12:56	12:58
1:00	1:10	1:15	1:26	1:28
1:30	1:40	1:45	1:56	1:58
2:00	2:10	2:15	2:26	2:28
2:30	2:40	2:45	2:56	2:58
3:00	3:10	3:15	3:26	3:28
3:30	3:40	3:45	3:56	3:58
4:00	4:10	4:15	4:26	4:28
4:30	4:40	4:45	4:56	4:58
5:00	5:10	5:15	5:26	5:28


HILLMAN ST
N MOONEY BLVD
N J ST
Walmart
Prosperity at CVS
Target
Merrit/ M/Twin Oaks
N M ST
99
63
87
137
N I ST
E KERN AVE
Esri, HERE, Garmin, (c) OpenStreetMap contributors, and the GIS user community
Tulare County Regional Transit Agency
Route/Ruta T4
Transit Center
T4 Northeast Tulare
Bus Stop/Parada de Autobús
0 800 1,600 3,200
Feet
N

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T4

Weekday/Entre Semana

T4 Northeast Tulare					
Transit Center	Prosperity at CVS	Target	Walmart	Merrit/ M/ Twin Oaks	Transit Center
7:00	7:07	7:10	7:15	7:22	7:25
7:30	7:37	7:40	7:45	7:52	7:55
8:00	8:07	8:10	8:15	8:22	8:25
8:30	8:37	8:40	8:45	8:52	8:55
9:00	9:07	9:10	9:15	9:22	9:25
9:30	9:37	9:40	9:45	9:52	9:55
10:00	10:07	10:10	10:15	10:22	10:25
10:30	10:37	10:40	10:45	10:52	10:55
11:00	11:07	11:10	11:15	11:22	11:25
11:30	11:37	11:40	11:45	11:52	11:55
12:00	12:07	12:10	12:15	12:22	12:25
12:30	12:37	12:40	12:45	12:52	12:55
1:00	1:07	1:10	1:15	1:22	1:25
1:30	1:37	1:40	1:45	1:52	1:55
2:00	2:07	2:10	2:15	2:22	2:25
2:30	2:37	2:40	2:45	2:52	2:55
3:00	3:07	3:10	3:15	3:22	3:25
3:30	3:37	3:40	3:45	3:52	3:55
4:00	4:07	4:10	4:15	4:22	4:25
4:30	4:37	4:40	4:45	4:52	4:55
5:00	5:07	5:10	5:15	5:22	5:25
5:30	5:37	5:40	5:45	5:52	5:55
6:00	6:07	6:10	6:15	6:22	6:25
6:30	6:37	6:40	6:45	6:52	6:55
7:00	7:07	7:10	7:15	7:22	7:25

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T4 (cont.)

Sunday Service/Servicio de Domingo

T4 Northeast Tulare					
Transit Center	Prosperity at CVS	Target	Walmart	Merrit/ M/Twin Oaks	Transit Center
8:00	8:07	8:10	8:15	8:22	8:25
8:30	8:37	8:40	8:45	8:52	8:55
9:00	9:07	9:10	9:15	9:22	9:25
9:30	9:37	9:40	9:45	9:52	9:55
10:00	10:07	10:10	10:15	10:22	10:25
10:30	10:37	10:40	10:45	10:52	10:55
11:00	11:07	11:10	11:15	11:22	11:25
11:30	11:37	11:40	11:45	11:52	11:55
12:00	12:07	12:10	12:15	12:22	12:25
12:30	12:37	12:40	12:45	12:52	12:55
1:00	1:07	1:10	1:15	1:22	1:25
1:30	1:37	1:40	1:45	1:52	1:55
2:00	2:07	2:10	2:15	2:22	2:25
2:30	2:37	2:40	2:45	2:52	2:55
3:00	3:07	3:10	3:15	3:22	3:25
3:30	3:37	3:40	3:45	3:52	3:55
4:00	4:07	4:10	4:15	4:22	4:25
4:30	4:37	4:40	4:45	4:52	4:55
5:00	5:07	5:10	5:15	5:22	5:25



Tulare County Regional Transit Agency
Route/Ruta T5

0 0.2 0.4 0.8 Miles

T5 Southwest Tulare

Bus Stop/Parada de autobús

Transit Center

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T5

Weekday/Entre Semana

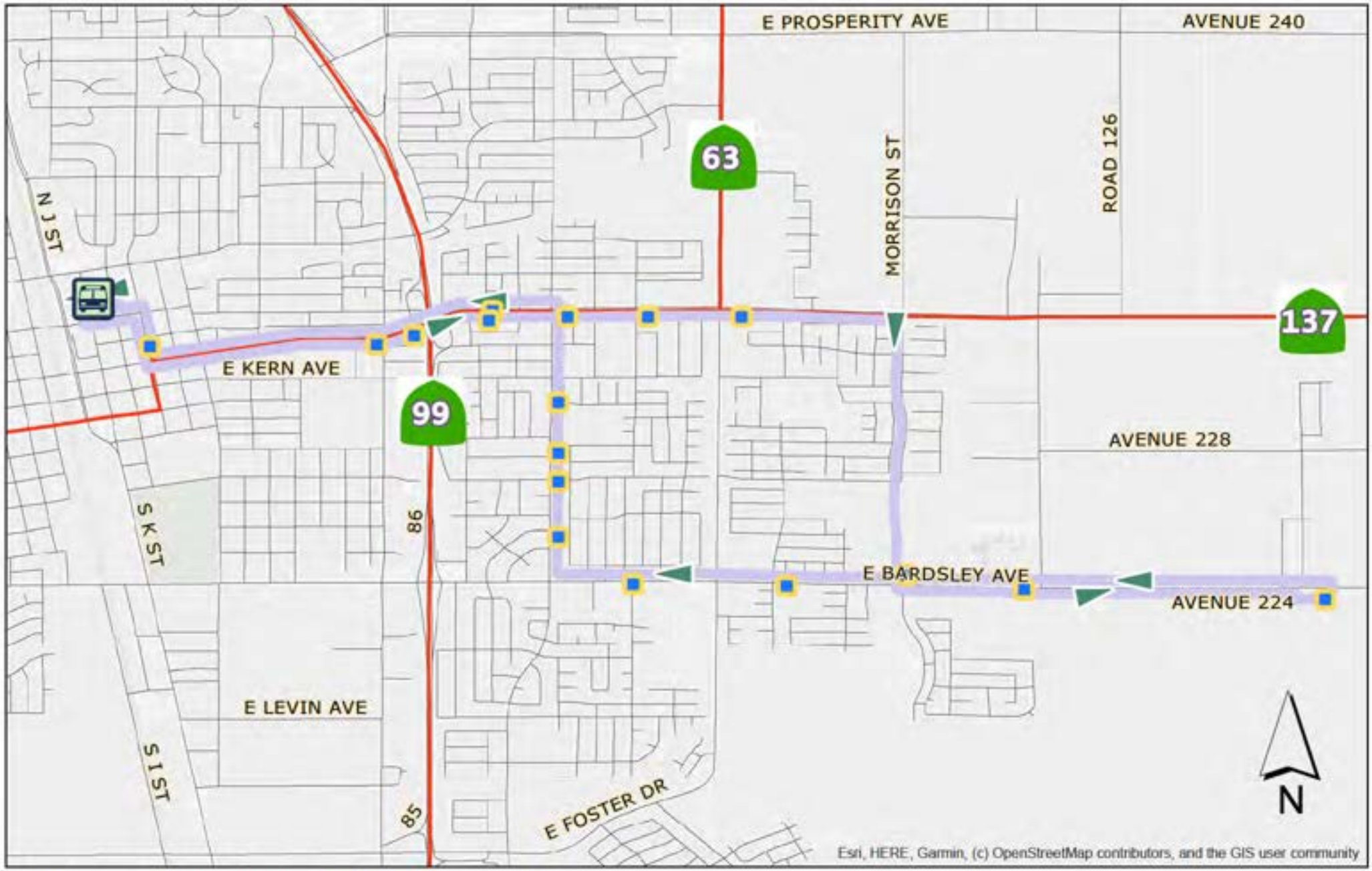
T5 Southwest Tulare					
Transit Center	Bardsley at Pratt	K Street at Goodin	Hillman Clinic	City Hall	Transit Center
7:00	7:05	7:14	7:19	7:22	7:24
7:30	7:35	7:44	7:49	7:52	7:54
8:00	8:05	8:14	8:19	8:22	8:24
8:30	8:35	8:44	8:49	8:52	8:54
9:00	9:05	9:14	9:19	9:22	9:24
9:30	9:35	9:44	9:49	9:52	9:54
10:00	10:05	10:14	10:19	10:22	10:24
10:30	10:35	10:44	10:49	10:52	10:54
11:00	11:05	11:14	11:19	11:22	11:24
11:30	11:35	11:44	11:49	11:52	11:54
12:00	12:05	12:14	12:19	12:22	12:24
12:30	12:35	12:44	12:49	12:52	12:54
1:00	1:05	1:14	1:19	1:22	1:24
1:30	1:35	1:44	1:49	1:52	1:54
2:00	2:05	2:14	2:19	2:22	2:24
2:30	2:35	2:44	2:49	2:52	2:54
3:00	3:05	3:14	3:19	3:22	3:24
3:30	3:35	3:44	3:49	3:52	3:54
4:00	4:05	4:14	4:19	4:22	4:24
4:30	4:35	4:44	4:49	4:52	4:54
5:00	5:05	5:14	5:19	5:22	5:24
5:30	5:35	5:44	5:49	5:52	5:54
6:00	6:05	6:14	6:19	6:22	6:24
6:30	6:35	6:44	6:49	6:52	6:54
7:00	7:05	7:14	7:19	7:22	7:24

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T5 (cont.)

Sunday Service/Servicio de Domingo

T4 Southwest Tulare					
Transit Center	Bardsley at Pratt	K Street at Goodin	Hillman Clinic	City Hall	Transit Center
8:00	8:05	8:14	8:19	8:22	8:24
8:30	8:35	8:44	8:49	8:52	8:54
9:00	9:05	9:14	9:19	9:22	9:24
9:30	9:35	9:44	9:49	9:52	9:54
10:00	10:05	10:14	10:19	10:22	10:24
10:30	10:35	10:44	10:49	10:52	10:54
11:00	11:05	11:14	11:19	11:22	11:24
11:30	11:35	11:44	11:49	11:52	11:54
12:00	12:05	12:14	12:19	12:22	12:24
12:30	12:35	12:44	12:49	12:52	12:54
1:00	1:05	1:14	1:19	1:22	1:24
1:30	1:35	1:44	1:49	1:52	1:54
2:00	2:05	2:14	2:19	2:22	2:24
2:30	2:35	2:44	2:49	2:52	2:54
3:00	3:05	3:14	3:19	3:22	3:24
3:30	3:35	3:44	3:49	3:52	3:54
4:00	4:05	4:14	4:19	4:22	4:24
4:30	4:35	4:44	4:49	4:52	4:54
5:00	5:05	5:14	5:19	5:22	5:24



Tulare County Regional Transit Agency

Route/Ruta T6

0 0.5 1 2 Miles

T6 East Tulare | Transit Center | Bus Stop/Parada de autobús

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T6

Weekday/Entre Semana

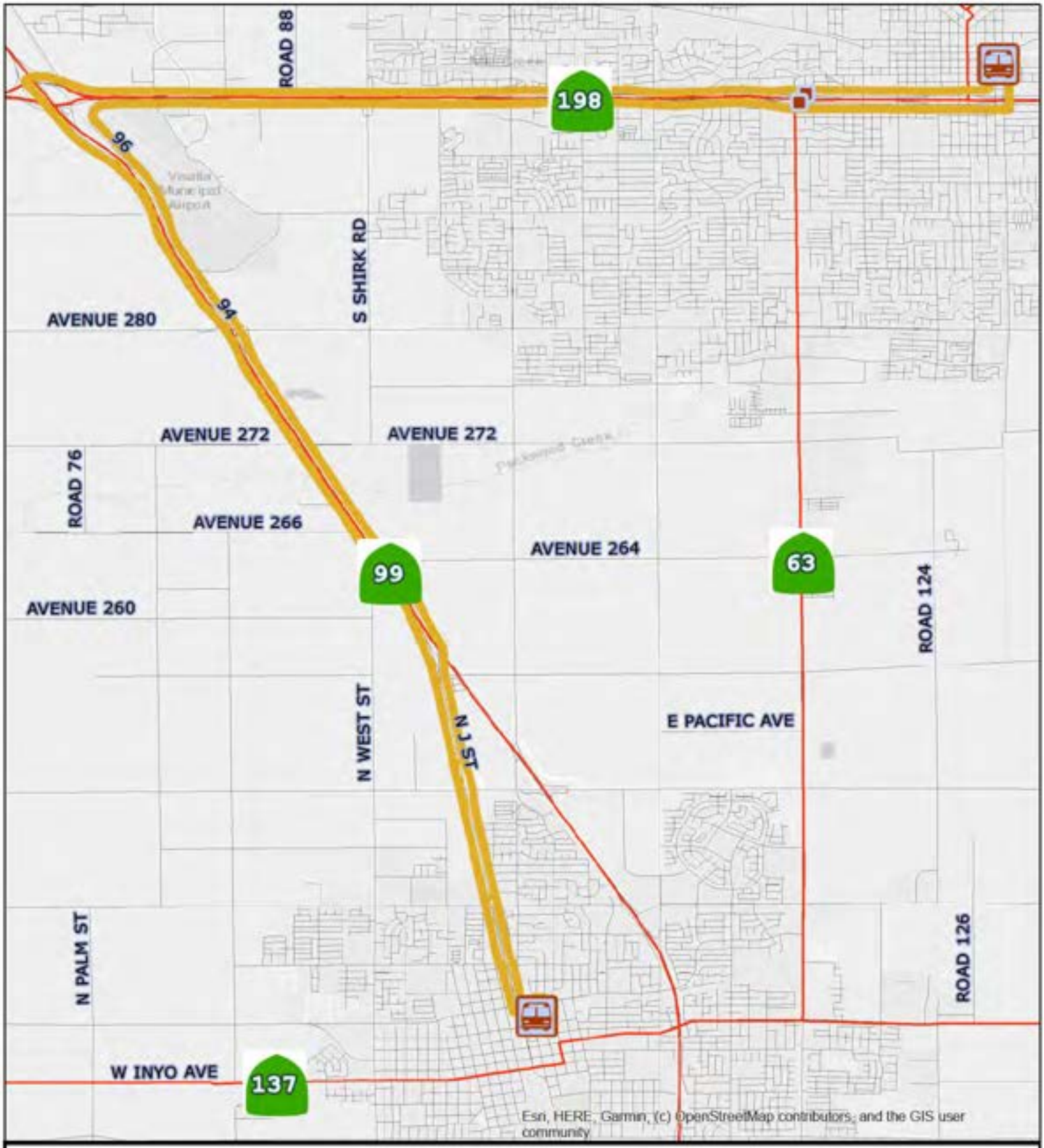
T6 East Tulare				
Transit Center	Tulare at Mooney	COS Tulare	Kohn School	Transit Center
7:00	7:06	7:14	7:22	7:28
7:30	7:36	7:44	7:52	7:58
8:00	8:06	8:14	8:22	8:28
8:30	8:36	8:44	8:52	8:58
9:00	9:06	9:14	9:22	9:28
9:30	9:36	9:44	9:52	9:58
10:00	10:06	10:14	10:22	10:28
10:30	10:36	10:44	10:52	10:58
11:00	11:06	11:14	11:22	11:28
11:30	11:36	11:44	11:52	11:58
12:00	12:06	12:14	12:22	12:28
12:30	12:36	12:44	12:52	12:58
1:00	1:06	1:14	1:22	1:28
1:30	1:36	1:44	1:52	1:58
2:00	2:06	2:14	2:22	2:28
2:30	2:36	2:44	2:52	2:58
3:00	3:06	3:14	3:22	3:28
3:30	3:36	3:44	3:52	3:58
4:00	4:06	4:14	4:22	4:28
4:30	4:36	4:44	4:52	4:58
5:00	5:06	5:14	5:22	5:28
5:30	5:36	5:44	5:52	5:58
6:00	6:06	6:14	6:22	6:28
6:30	6:36	6:44	6:52	6:58
7:00	7:06	7:14	7:22	7:28

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T6 (cont.)

Sunday Service/Servicio de Domingo

T6 East Tulare				
Transit Center	Tulare at Mooney	COS Tulare	Kohn School	Transit Center
8:00	8:06	8:14	8:22	8:28
8:30	8:36	8:44	8:52	8:58
9:00	9:06	9:14	9:22	9:28
9:30	9:36	9:44	9:52	9:58
10:00	10:06	10:14	10:22	10:28
10:30	10:36	10:44	10:52	10:58
11:00	11:06	11:14	11:22	11:28
11:30	11:36	11:44	11:52	11:58
12:00	12:06	12:14	12:22	12:28
12:30	12:36	12:44	12:52	12:58
1:00	1:06	1:14	1:22	1:28
1:30	1:36	1:44	1:52	1:58
2:00	2:06	2:14	2:22	2:28
2:30	2:36	2:44	2:52	2:58
3:00	3:06	3:14	3:22	3:28
3:30	3:36	3:44	3:52	3:58
4:00	4:06	4:14	4:22	4:28
4:30	4:36	4:44	4:52	4:58
5:00	5:06	5:14	5:22	5:28



Tulare County Regional Transit Agency
Route/Ruta T11X

T11X Tulare to Visalia Express

Transit Center

Bus Stop/Parada de autobús

N

0 0.5 1 2 Miles

TCRTA
Tulare County Regional Transit Agency

Route/Ruta T11X:

Weekday Service/ Servicio de Entre Semana

Route/Ruta 11X				
Transit Center	Noble/ Mooney	Visalia Transit Center/ Oak	Mineral King/ Mooney	Transit Center
6:30	6:49	7:00	7:06	7:26
7:30	7:49	8:00	8:06	8:26
8:30	8:49	9:00	9:06	9:26
9:30	9:49	10:00	10:06	10:26
10:30	10:49	11:00	11:06	11:26
11:30	11:49	12:00	12:06	12:26
12:30	12:49	13:00	13:06	13:26
13:30	13:49	14:00	14:06	14:26
14:30	14:49	15:00	15:06	15:26
15:30	15:49	16:00	16:06	16:26
16:30	16:39	17:00	17:06	17:26
17:30	17:49	18:00	18:06	18:26
18:30	18:49	19:00	19:06	19:26
19:30	19:49	20:00	20:06	20:26
20:30	20:49	21:00	21:06	21:26

Only Shaded Trips Operate on Saturdays. El sábado, solo operan los viajes sombreados.

Route/Ruta T11X:
Sunday Service/ Servicio de Domingo

Route/Ruta 11X				
Transit Center	Noble/ Mooney	Visalia Transit Center/ Oak	Mineral King/ Mooney	Transit Center
9:30	9:49	10:00	10:06	10:26
10:30	10:49	11:00	11:06	11:26
11:30	11:49	12:00	12:06	12:26
12:30	12:49	13:00	13:06	13:26
13:30	13:49	14:00	14:06	14:26
14:30	14:49	15:00	15:06	15:26
15:30	15:49	16:00	16:06	16:26
16:30	16:39	17:00	17:06	17:26
17:30	17:49	18:00	18:06	18:26

Equipment

Qty	Discription	Part Number	Cost	Ext Cost	Vendor	
1	Midtronic w/printerCharging, starting & battery tester	MDX650P	$ 950.00	$ 950.00	Agencies	
	Battery/Electrical System Tester	ASO-6042	$ 1,330.31	$ -	Agencies	
	OTC Scanner	3874HD	$ 2,507.98	$ -	Agencies	
	OTC software	3421-136	$ 791.00	$ -	Agencies	
	A/C recovery/recycle machine	ROB 34788	$ 3,499.00	$ -	Agencies	
1	A/C recovery/recycle machine (Big Bus)	ROB17800B	$ 6,999.95	$ 6,999.95	Agencies	
1	1 inch Impact	2190TI-6	$ 702.65	$ 702.65	Agencies	
	1 inch Impact	CP797-6	$ 785.54	$ -	Agencies	
1	Roll around pneumatic grease gun	LNI- 917	$ 1,513.00	$ 1,513.00	Agencies	
	T-Tech Trans flush	TT500	$ 3,118.75	$ -	Agencies	
	VIPER Coolant Exchanger	AF3250	$ 1,538.44	$ -	Agencies	
1	Proto 6 ton Puller Set	4290-B	$ 505.35	$ 505.35	Agencies	
	Key Machine	C2200000	$ 840.02	$ -	Barnes	
	Prolink Kit - iQ Scan	188001	$ 2,298.00	$ -	Chalks	Engine / Trans Electronics
	DDEC II & III Cartridge	888015	$ 635.00	$ -	Chalks	
	Allison WTEC / CTEC Cartridge	888005	$ 680.00	$ -	Chalks	
	IDS Standard Pkg (w/VCM 2)	164R9805	$ 990.00	$ -	Packer Norris	
	IDS Standard Pkg (w/VCM2 & VDR)	164R9807	$ 1,050.00	$ -	Packer Norris	
	IDS Advanced Package (w/VCM2, VDR, & CF19 Toughbook)	164R9800	$ 3,900.00	$ -	Packer Norris	Includes Laptop
2	Fire proof cabinet	45AE88	$ 1,264.00	$ 2,528.00	Grainger	
	2475N7.5 Fully Packaged, 230-460/3/60	4M310	$ 1,985.50	$ -	Grainger	
	2545E10V Fully Packaged	1WF63	$ 2,600.96	$ -	Grainger	
1	Warehouse Ladder	3UU77	$ 693.00	$ 693.00	Grainger	
	Heavy Duty Welded Shop Table 72X36	1PE53	$ 608.97	$ -	Grainger	
	Wheel Dolly	WD150S	$ 1,018.00	$ -	Gray	
	Portable Truck Ramps (wide)	PTRW-20	$ 1,433.00	$ -	Gray	
1	6 ton hydraulic floor jack	FSJ-120	$ 3,633.00	$ 3,633.00	Gray	
	25 Ton Air/Hyd Truck Service Jack	TSL-50	$ 1,274.00	$ -	Gray	
	Portable Air End Lift	KL-20	$ 3,995.00	$ -	Gray	
	Paratransit Filter Crusher	QP-50	$ 1,563.00	$ -	Gray	
1	Big Bus Filter Crusher	QP-160	$ 2,196.00	$ 2,196.00	Gray	
1	Coolant Handler	AH-15	$ 1,223.00	$ 1,223.00	Gray	
4	Jack Stands (pair) 10T 20-32 inches	10TF	$ 566.00	$ 2,264.00	Gray	
	Jack Stands (pair) 10T 30-52 inches	10THF	$ 849.00	$ -	Gray	
	Balancer Coats 1000	85009045	$ 2,651.00	$ -	Hennessey	
	Heavy Duty Balancer	8146401	$ 8,500.00	$ -	Hennessey	
	Tire machine 5065AX	8047082	$ 11,500.00	$ -	Hennessey	
1	Heavy Duty Tire Machine	CDH-6330	$ 13,718.15	$ 13,718.15	Hennessey	
	Brake Lathe 4000B	904000B	$ 6,461.42	$ -	Hennessey	
	Truck Adapter Kit for Brake Lathe	900003	$ 1,393.32	$ -	Hennessey	
1	Wheel lift	7000501	$ 1,728.00	$ 1,728.00	Hennessey	
	6401 Truck Cone	8109877	$ 607.28	$ -	Hennessey	
1	Heavy Duty Trans Jack	SKTJ-401	$ 6,778.00	$ 6,778.00	Stertil-Koni	
	Pressure washer	SEA3-11024D	$ 2,656.25	$ -	Landa	
	Pressure washer (natural gas)	VHG4-22024A	$ 5,690.75	$ -	Landa	
	Pressure washer (electric powered/DSL heated)	PHW4-22024A	$ 4,925.75	$ -	Landa	
	Parts Washer 230V 1ph	SJ-15	$ 7,015.50	$ -	Landa	
	Parts Washer 230V 3ph	SJ-15	$ 7,109.10	$ -	Landa	
	Parts Washer 115/ph1	Cuda 2412	$ 4,558.50	$ -	Landa	
	Part Washer 230/ph1	Cuda 2412	$ 4,769.10	$ -	Landa	
	Part Washer 208/ph1	Cuda 2413	$ 4,769.10	$ -	Landa	
	Wheel Kit Sm Pressure Washer	4-03177	$ 832.15	$ -	Landa	
	Fabricator 180 Mig Welder	167741	$ 4,500.00	$ -	Northern	
	Hose reel, hose and dispenser guns	109065002	$ 1,099.99	$ -	Northern	
	10 ton hydraulic floor jack	144623	$ 1,349.99	$ -	Northern	
1	1 in Torque Wrench	QD5R1000	$ 1,969.95	$ 1,969.95	Snap On	
	3/4" drive Torque Wrench, 400 ft. lbs	QD4R400	$ 759.95	$ -	Snap On	
2	3/4" drive Torque Wrench, 600 ft. lbs	QD4R600	$ 744.95	$ 1,489.90	Snap On	
1	Chevy program	Kit Price	$ 2,500.00	$ 2,500.00		
1	Nut and bolt startup		$ 2,500.00	$ 2,500.00		
				$ 53,891.95		

Tanks

	500 Gallon DBL Wall Oil Tanks		$ 2,600.00	$ -		
				$ -		

Floor Scrubbers			Price	Total	
1	Walk Behind Scrubber w/ traction Dr. 138 amp ba	9.841-123.0	$ 8,000.00		Landa
1	18" Cylindrical scrub deck	2.763-019.0	$ 768.75		Landa
	TOTAL		$ 8,768.75	$ 8,768.75	
	26" Cylindrical Scrubber **with deck** 255amp batte	9.840-744.0	$ 8,777.25	$ -	Landa
	30" Ride On Scrubber 312amp battery	9.840-948.0	$ 10,361.25		Landa
	30" Cylindrical Scrub Deck	2.763-006.0	$ 1,920.75		Landa
	TOTAL		$ 12,282.00	$ -	
	Total			**$ 8,768.75**	

LIFT	Price	Total

Over 500

	Set of 4 Koni Column Lift 72,000lb Fixed Forks	ST1082-2FSF	$ 27,942.40	$ -	Koni	single post operation
1	Set of 4 Koni Column Lift 72,000lb Adj Forks	ST1085-2FSA	$ 31,670.98	$ 31,670.98	Koni	operation from any post
	Set of 4 Koni Column Lift Retractable wheels	ST1082-2RSA	$ 32,801.24	$ -	Koni	24 volt battery operated wireless
4	Support Stand	JS-H4	$ 1,074.36	$ 4,297.44	Koni	
	Support Stand	SKCP5278-09	$ 752.00	$ -	Koni	
1	Shipping		$ 2,400.00	$ 2,400.00	Koni	
1	Fork lift Used	Clark	$ 25,000.00	$ 25,000.00		
	Total			**$ 63,368.42**		

18,000LB 4 POST	SM18-EL2	$ 9,092.84	$ -	Koni
9000LB BRIDGE JACKS	RJ9000	$ 2,510.00	$ -	Koni
Fork Lift Rental		$ 600.00	$ -	Koni
Electrical to Lift		$ 315.00	$ -	Koni
Electrical Material		$ 141.00	$ -	Koni
INSTALLATION		$ 1,820.00	$ -	Koni
Total			**$ -**	

		Price	Total	
15,000LB 4 POST 182.5in Base Closed Front	4015EFX	$ 5,769.00	$ -	Koni
15,000LB 4 POST 210in Base Closed Front	4015XFX	$ 5,888.00	$ -	Koni
15,000LB 4 POST 182.5in Base Open Front	4015EFO	$ 6,640.00	$ -	Koni
15,000LB 4 POST 210in Base Open Front	4015XFO	$ 6,658.00	$ -	Koni
7500LB BRIDGE JACKS	RJ7.5	$ 1,674.00	$ -	Koni
Fork Lift Rental		$ 600.00	$ -	
Electrical to Lift		$ 315.00	$ -	
Electrical Material		$ 141.00	$ -	
INSTALLATION		$ 1,456.00	$ -	
Sub Total			$ -	
Total			**$ -**	

10,000LB 2 POST	CL10V3	$ 3,377.40	$ -	Challenger
12,000LB 2 POST Height 13'8" Overall	12000	$ 5,293.80	$ -	Challenger
12,000LB 2 POST Height 14'8" Overall	12001	$ 5,499.00	$ -	Challenger
12,000LB 2 POST Height 15'8" Overall	12002	$ 5,566.80	$ -	Challenger
Stack Adapter Set	10315	$ 187.20	$ -	Challenger
Frame Engaging Adapter	10314	$ 109.20	$ -	Challenger
Fork Lift Rental		$ 600.00	$ -	
Electrical to Lift		$ 315.00	$ -	
Electrical Material		$ 141.00	$ -	
INSTALLATION		$ 1,456.00	$ -	
Sub Total			$ -	
Total			**$ -**	

6000 LB Midrise Scissor Lift (No installation required)	MR6	$ 1,852.00	$ -	Koni

Water Relcaim System

Outside water reclaim system and accessories	California Gold Pro	$ 3,495.95	$ -	Detail King
Water containment mat	WM1020F	$ 1,295.00	$ -	Detail King
Total			$ -	

Qty	Discription	Part Number	Cost	Ext Cost	Vendor	
	1/2" Deep Socket Set	ATD-4401	$ 33.68	$ -	Agencies	
1	3/4 IN Socket Set	ATD-7700	$ 110.67	$ 110.67	Agencies	
1	A/C leak halogen leak detector	TIF-XLIA	$ 125.00	$ 125.00	Agencies	
	R134A a/c gauges	MST-66773	$ 95.32	$ -	Agencies	
2	Roll around drain container, air pressure drained	LNI-3614	$ 434.67	$ 869.34	Agencies	
	Mig Welder 125 amp 120 volt	VCT-1444-0326	$ 493.75	$ -	Agencies	
2	Battery Charger 6/24 volt	ASO-6006	$ 431.63	$ 863.26	Agencies	
1	3/4 Impact Gun	IRC-259	$ 288.32	$ 288.32	Agencies	
	1/2 Impact	IRC-231-H2	$ 153.53	$ -	Agencies	
1	Radiator Pressure Tester Set	12270	$ 125.00	$ 125.00	Agencies	
1	Ball joint installation kit	OTC-7249	$ 181.00	$ 181.00	Agencies	
	Bearing Packer	102697	$ 344.89	$ -	Agencies	
1	Bearing Race and Sel Driver Kit	LIS-12980	$ 109.00	$ 109.00	Agencies	
	A/C Leak Die Kit	UVW-414500	$ 118.67	$ -	Agencies	
2	25' Air Hose 3/8	ADT- 8209	$ 16.80	$ 33.60	Agencies	
4	50' Air hoses 3/8	ATD-8210	$ 31.45	$ 125.80	Agencies	
2	50' Air hoses 1/2	ATD-8212	$ 48.41	$ 96.82	Agencies	
	1/4" Stamp Set	ATD- 9603	$ 9.05	$ -	Agencies	
1	10 ton Porta Power	ADT-5810	$ 338.00	$ 338.00	Agencies	
	4X Torque Multiplier 2000 ft lbs	TD1000	$ 382.50	$ -	Agencies	
	Wabco ABS Cartridge	889013	$ 265.00	$ -	Chalks	Depending on year could have ABS
	Heavyduty Standard Mulit-Cartridge	889008	$ 185.00	$ -	Chalks	
	Air & Hydraulics	888014	$ 460.00	$ -	Chalks	
1	Brake Check V2 brake decelometer		$ 4,500.00	$ 4,500.00	Fraser Gauge	Gillig
1	Printer for Brake Check V2		$ 350.00	$ 350.00	Fraser Gauge	Gillig
1	Drum Dolly	3PU27	$ 420.98	$ 420.98	Grainger	
	6" Bench Grinder	2LKR7	$ 139.43	$ -	Grainger	
	6" Wire Wheel	5X886	$ 16.44	$ -	Grainger	
3	Drip Pans	6Y807	$ 13.39	$ 40.17	Grainger	
	Steel work bench 60X30	7D178	$ 162.94	$ -	Grainger	
	Heavy Duty Welded Shop Table 48X30	1PE52	$ 488.40	$ -	Grainger	
2	Storage Cabinet 36x24x72	3W292	$ 240.00	$ 480.00	Grainger	
1	Gear oil pump/hand cart	3BY42	$ 500.00	$ 500.00	Grainger	
	Double Containment Pallet	4YF76	$ 173.50	$ -	Grainger	
	4 drum pallet Containment	3KN29	$ 325.89	$ -	Grainger	
1	Budget Basin Battery Storage	5PW01	$ 71.98	$ 71.98	Grainger	
	2 Drum Modular Containment Center	4YF76	$ 132.03	$ -	Grainger	
	Spill Platform Ramp	4RF65	$ 168.42	$ -	Grainger	
	Mobile Computer Cabinet	1YCB2	$ 350.00	$ -	Grainger	
	Wall Mounted Eye Wash Station	1KW77	$ 40.22	$ -	Grainger	
	Emergency eye wash station mounted on pedastal	4R961	$ 239.06	$ -	Grainger	
2	Fuel Tank Spill Kit 55 gallon Drum	SKA-55	$ 463.96	$ 927.92	Grainger	
1	First aid kit for 25 persons medium	4EY89	$ 225.00	$ 225.00	Grainger	
2	Safety Chains 100 ft	4T630	$ 146.23	$ 292.46	Grainger	
6	Safety Signs (Safety glass)	1M460	$ 9.78	$ 58.68	Grainger	
6	Safety Signs Authorized Personal Only	1M492	$ 9.78	$ 58.68	Grainger	
12	Safety Glasses	4T513	$ 4.12	$ 49.44	Grainger	
	Mirror Convex	1CYY1	$ 83.49	$ -	Grainger	
1	MSDS Books	3ZM61	$ 122.43	$ 122.43	Grainger	
	Air Compressor Start up Kit	4M579	$ 82.63	$ -	Grainger	
	Vibration Pads (Air Compressor)	4C974	$ 31.35	$ -	Grainger	
1	Drum Lifter	21vg24	$ 325.00	$ 325.00	Grainger	
	Drill Press	1KEN4	$ 205.43	$ -	Grainger	
1	Glasses, Safety Cleaning Station	5XR77	$ 10.07	$ 10.07	Grainger	
3	Sign, Eye Wash	4ZG89	$ 10.96	$ 32.88	Grainger	
1	Sign, First Aid	5TB45	$ 11.45	$ 11.45	Grainger	
6	Sign, No Smoking	1M146	$ 8.67	$ 52.02	Grainger	
3	Water Nozzle	1HLV8	$ 25.00	$ 75.00	Grainger	
8	Jack Stands (pair) 12-20 inches	7THF	$ 335.00	$ 2,680.00	Gray	
	Jack Stands (pair) 9.5-16 inches	7TF	$ 275.00	$ -	Gray	
	Lathe Bench	902500	$ 499.06	$ -	Hennessey	
1	Disc Brake Mic	902760	$ 171.07	$ 171.07	Hennessey	
	Drum Brake Gauge	908500	$ 227.85	$ -	Hennessey	
	Reel Kit Sm Pressue Washer	30-5020	$ 187.00	$ -	Landa	
1	Oxy Acetylene cart	164771	$ 200.00	$ 200.00	Northern	
	Mig/arc welding mask	1648517	$ 89.99	$ -	Northern	
	Mig Welder Cart	628840	$ 169.99	$ -	Northern	
	20 Ton Press	145206	$ 419.99	$ -	Northern	
	Digital Rotor Gauge	253430	$ 79.99	$ -	Northern	
	Battery Charger 6/12 volt 30/60/300 amp	1672002	$ 449.99	$ -	Northern	
1	Set of gas welding hoses & gauges	171740	$ 350.00	$ 350.00	Northern	
2	Battery booster jumper pack,	167761	$ 350.00	$ 700.00	Northern	
2	Drop Lights LED	160935	$ 45.00	$ 90.00	Northern	
1	6" bench vise with 5 3/4" opening	34915	$ 159.99	$ 159.99	Northern	
1	Shop Crane, engine hoist 2 ton	144847	$ 1,500.00	$ 1,500.00	Northern	
1	Shop vacuum 10 gallon 4 hp	168044	$ 99.99	$ 99.99	Northern	
3	50 foot extension cords	162474	$ 29.99	$ 89.97	Northern	

Under 500

	Grinder pedastal, 33" high adjustable	14356	$ 39.99	$ -	Northern
	8" Bench Grinder	143388	$ 79.99	$ -	Northern
1	Handtruck Duel Mode	143752	$ 89.99	$ 89.99	Northern
10	Storage shelves 48X24X72	23047	$ 89.99	$ 899.90	Northern
	Drum Dolly	1484	$ 49.99	$ -	Northern
2	Floor Jack	144581	$ 379.99	$ 759.98	Northern
1	Pallet Jack	14316	$ 299.99	$ 299.99	Northern
	1/2 x 50 Oil Hose and reel	109535001	$ 499.99	$ -	Northern
6	Wheel Chocks	33171	$ 17.99	$ 107.94	Northern
2	Floor squeege, 24" curved edges	132378	$ 19.99	$ 39.98	Northern
	Gear Oil Dispenser	109523	$ 369.99	$ -	Northern
1	55gal Rotary hand pumps	10977	$ 34.99	$ 34.99	Northern
	3 Ton Floor Jack	144855	$ 149.99	$ -	Northern
1	1/2 Torque Wrench 250 ft lb	QD3R250	$ 304.95	$ 304.95	Snap On
1	Volt meter		$ 350.00	$ 350.00	

Tulare Major component repairs		2021
2033	Engine	
2033	Transmission	
2032	Engine	
2036	Engine	
2010	Engine	
2038	Engine Head repair	Warranty
2037	Engine Head repair	Warranty
2030	Engine	
2031	Transmission	
2028	Transmission	

County Major component Repairs		2021
7134	Engine	
7125	Engine	
7105	Transmission	
7118	Engine	
7124	Engine	
7130	Engine	
7129	Engine	
7106	Engine	
7122	Engine	
7117	Engine	
7133	Transmission	

TCAT Furniture

Office	# of items	stock #	Item
Dispatch	4	281901	Desks classic cherry finish
Dispatch	4	161444	Black desk chairs
Ops/MM	2	6189485	Office Desks
Ops/MM	2	719753	Book shelves
Ops/MM/Parts	3	744074	Black desk chairs
Op,MM,Parts,GM	10	184746	Office guests chairs
Parts Clerk	1	872753	Office Desk
GM	1	8266638	Office desk combo
GM	1	304574	Black desk chair
Break room	4	451202	Round tables
Break room	16	184746	Break room chairs
Conference rm	8	1339653	Coference rm tables
Conference rm	8 boxes	374588	Stacking chairs (4 per box)
All offices	8	475627	Office chair mats
Maint	2	872278	Folding tables
All offices	8	450092	File Cabinets
GM	2	450074	Tan File cabinets
All offices	1	541619	Vacuum
Break room	1	697073	Microwave
Break room	1		Refrigerator
Conference rm	1	508635	Projection screen
Projector	1	187374	Projector
DVD Player	1	356635	DVD Player
LED TV	1	8452452	TV

List

Price per item	Total $$
$169.99	$679.99
$64.99	$259.96
$449.99	$899.98
$119.99	$239.98
$119.99	$359.97
$74.99	$749.99
$599.99	$599.99
$1,124.99	$1,124.99
$359.99	$359.99
$279.99	$1,119.96
$74.99	$1,199.84
$240.99	$1,927.92
$279.99	$2,239.92
$32.99	$263.92
$69.99	$139.98
$189.99	$1,519.92
$189.99	$379.98
$365.00	$365.00
$391.99	$391.99
$750.00	$750.00
$149.99	$149.99
$339.99	$339.99
$41.39	$41.39
$399.99	$399.99
Total	$16,504.63

Question #	Page	Topic	Question	TCRTA Answer
1	3	**Disadvantaged Business**	Please clarify the term "required goal". Are Contractors required to meet the 2% goal or else will be eliminated; or is a Good Faith Effort (GFE) recognized even if Contractor is not able to meet the 2% goal? Transit operations contracts are heavily labor and maintenance oriented and may not be able to meet the 2% 'requirement'	Contractors are required to provide and document a Good Faith Effort in meeting TCRTA's DBE goal of 2%.
2	9	**Optional Services**	Are Contractors required to bid on and provide pricing for the Optional Services? Will proposals be accepted and considered if a Contractor decides not to perform the maintenance option?	Per Addendum No. 2, Maintenance is no longer optional and is required.
3	12	**Due Date**	Request TCRTA consider provide an extension of the Due Date an additional two weeks. There are a large number of pieces to this project to include a detailed search for DBE subcontractors and optional services	Refer to Addendum No. 2 for the updated deadline to submit proposals.
4	14	**Electronic Submission Request**	With Covid still an issue and many delays in shipping beyond the Contractors control, would TCRTA consider a 100% electronic submittal via email or dropbox on February 17, 2022?	Yes, Refer to Addendum No. 3
5	17	**Staffing**	Please clarify whether the listed 'minimum staffing levels' are based on the current level of employees or what the Agency has determined to be the level needed to operate this service	Minimum staffing levels have been determined by TCRTA as to the minimum levels needed to operate the service. The levels are not based on current operations.
6	18	**Labor Relations**	Is there currently a Collective Bargaining Agreement in place? If so, please provide a copy of the current CBA and/or a contact at the local union.	Yes, Collective Bargaining Agreements are in place please refer to Addendum No. 2
7	18	**Labor Relations**	We intend to hire as many of the existing employees as possible. In order for us to ensure that they make at least as much, or more than they do now, please provide a seniority list for all the current hourly employees for this contract, and indicate position, full time or part time, length of service, and current rate of pay. Please also include any maintenance staff to support the Optional Maintenance pricing	Refer to Addendum No. 2
8	18	**Labor Relations**	What is the current starting wage for drivers and hourly staff positions?	Refer to Addendum No. 2
9	18	**Labor Relations**	Due to the industry wide labor shortages, would the agency include a minimum wage requirement for this procurement?	TCRTA recommends that each proposer consider the changing market conditions and employee shortages when establishing wage rates.
10	18	**Management and Support Staff**	Please provide a list of the positions currently provided by the contractor for this operation. Please indicate whether these positions are 100% dedicated to this contract.	Refer to Addendum No. 2
11	18	**Management and Support Staff**	Please provide a current organization chart to include management, staff and drivers.	Refer to Addendum No. 2
12	18	**Pricing**	What is the current turnover rate for drivers?	Current turnover rate for all TCRTA locations is >20%
13	18	**Labor Relations**	Please provide information regarding the current benefits and co-pays for the current employees to include drivers and staff. Please include as many specifics as possible. What is the current benefit participation?	Please refer to CBA's for Dinuba, TCaT, Time. Please refer to employee worksheet for Woodlake and Porterville.
14	18	**Operations**	What is the current pre-trip and post-trip time per driver?	Pre-Trip - 15, Post-Trip - 15
15	18	**Operations**	What is the current plan for driver reliefs?	Driver reliefs are determined by the contractor to best fit their needs.
16	18	**Operations**	How many extra board hours is the current operator incurring?	TCRTA will not direct the contractor(s) to include an Extra Board assignment roster or list of Extra Board personnel. The successful proposer will have demonstrated a comprehensive solution for meeting the service demands with sufficient operators of full proficiency without using supervisors for driving assignments.
17	20	**Key Staffing**	Please confirm Contractors do NOT need to include named candidate or resume for the key managers as part of the submitted proposal. Page 20, Section D indicates resumes for key management are to be submitted after award of the contract. This would allow Contractors to perform a full industry recruitment for managers and allow for the retention of any current local managers the TCRTA would like to retain.	Resumes for all Management (General Manager, Assistant GM, Safety & Training, Maintenance) must be submitted with the proposal and be in attendance for the interview.
18	20	**Staffing**	Please clarify the requirement for "4 dedicated road supervisors during every hour of revenue service." Is the requirement to have one (1) road supervisor on duty for all hours of service OR to have four (4) road supervisors on duty during all hours with a total headcount of 12 road supervisors to cover 7-day per week service?	Minimum level of road supervisors during every hour of revenue service is 4.
19	20	**Staffing**	Please clarify the requirement for "1 dedicated dispatcher for each service (bus service, ADA complementary paratransit, and on-demand). Is the requirement to have three (3) dispatchers on duty for all hours of service with a total headcount of 9 dispatchers to cover 7-day per week service? Page 74, item T indicates a need for two (2) dispatchers during all hours	Minimum level of dispatchers during every hour of revenue service is 3. One (1) for fixed routes (local and commuter), one (1) for ADA paratransit, and one (1) for on-demand service.
20	21	**Current KPI's**	Please provide the current providers performance as they relate to the Performance Standards for the services as listed in the RFP for the past 24 months. Please include at a minimum accidents (preventable and non-preventable), on-time performance by service, total operational complaints, miles between road calls.	Due to the recent consolidation, TCRTA is not able to provide this data.
21	21	**Operations**	What is the current level of productivity for each of the services? Please provide for weekday, Saturday and Sunday by service.	Due to the recent consolidation, TCRTA is not able to provide this data. Please note that the current service structure is not reflective of the service beginning on July 1, 2022.
22	23	**Transition**	During the transition, how many vehicles will be made available to the incoming contractor to perform training?	Contractor may use one of each vehicle type after hours.
23	23	**Transition**	During the transition, will there be space available at the facility to conduct start up activities?	During the transition, limited space will be available at the Central County Yard. Proposers are encouraged to lease their own space to facilitate the mobilization/start-up period. Proposers must describe this in the Mobilizations/Start-Up Plan.
24	30	**Pricing**	Please clarify how the prices will be evaluated; will the full contract term be considered or only the Year 1 price? Are bidders compared to the lowest bidder for a percentage of pricing points?	"Best Value" is a selection process in which proposals contain both price and qualitative components, and award is based upon a combination of price and qualitative considerations. Qualitative considerations may include experience of the management team, creativity of proposal, quality and comprehensiveness of required Plans. The award selection is based upon consideration of a combination of technical and price factors to determine the offer deemed most advantageous and the greatest value of the TCRTA."
25	39	**Operations**	Please provide details regarding any subcontractors being used in this service currently, and which services they are providing.	No subcontractors are currently being used in this service.
26	48	**Legal**	Would TCRTA consider an assignment provision that allows Contractor to assign the Contract to another Contractor subsidiary entity without prior written consent of the agency?	TCRTA will not allow Contractor to assign the Contract to another Contractor subsidiary entity without prior consent.
27	52	**Hours and Miles**	Please provide/confirm the revenue miles and hours; deadhead miles and hours; and total miles and hours for each of these services for the past 24 months.	Due to the recent consolidation, TCRTA is not able to provide complete data for each service. Please refer to Addendum No. 1 for estimated revenue hours and miles starting July 1, 2022. Please note that the current service structure is not reflective of the service beginning on July 1, 2022.
28	52	**Hours and Miles**	Please provide the average number of revenue hours for each day of the week for each service.	Due to the recent consolidation, TCRTA is not able to provide complete data for each service. Please refer to Addendum No. 1 for estimated revenue hours and miles starting July 1, 2022. Please note that the current service structure is not reflective of the service beginning on July 1, 2022.
29	52	**Hours and Miles**	Please provide the average number of deadhead hours for each day of the week for each service.	Due to the recent consolidation, TCRTA is not able to provide complete data for each service. Please refer to Addendum No. 1 for estimated revenue hours and miles starting July 1, 2022. Please note that the current service structure is not reflective of the service beginning on July 1, 2022.
30	52	**Hours and Miles**	Please provide the average revenue and deadhead miles for each day of the week for each service.	Due to the recent consolidation, TCRTA is not able to provide complete data for each service. Please refer to Addendum No. 1 for estimated revenue hours and miles starting July 1, 2022. Please note that the current service structure is not reflective of the service beginning on July 1, 2022.
31	52	**Hours and Miles**	Please provide the revenue service hour definition for each of the services listed in the RFP. Please confirm On-Demand Revenue Hours are calculated as Gate-to-Gate recognizing that service demand is unknown; if not, request a start and end location be established and scheduled so that the desired number of buses will be in service regardless of demand	The FTA considers on-demand as Demand Response service, therefore revenue time includes all travel time from the point of the first passenger pick-up to the last passenger drop-off, as long as the vehicle does not return to the dispatching point or have interruptions in service. TCRTA's on-demand service will be compliant with the FTA's definition of revenue hour service.
32	52	**Hours and Miles**	For commuter and fixed route service, please clarify if billable time continues past scheduled hours on the last trip due to exterior factors (traffic, weather, incidents, etc.).	For commuter and fixed route service, the FTA defines vehicle revenue hour as the time it takes the transit vehicle to travel from the beginning to the end of a transit route. Vehicle revenue hour excludes hours related to deadhead time, operator training, and other non-revenue uses of the vehicles. Exterior factors such as traffic, weather, incidents, etc. may be billable with appropriate "exception" documentation and approval from TCRTA.
33	52	**Hours and Miles**	For ADA paratransit service, please clarify if revenue hours begins at the first pick-up, even if that pick up is a no show.	The FTA considers on-demand as Demand Response service, therefore revenue time includes all travel time from the point of the first passenger pick-up to the last passenger drop-off (even if the pick up is a no show), as long as the vehicle does not return to the dispatching point or have interruptions in service. TCRTA's on-demand service will be compliant with the FTA's definition of revenue service.
34	52	**Service Fluctuations**	Please clarify the term "which are common" for event in the force majeure clause. How often are these events? Please provide examples of events over the past 24 months	Acts of god, natural disasters, etc., non have been reported over the past 24 months.
35	52	**On-Demand Service**	Please provide more information on the current timeline and process for TCRTA to implement the Regional On-Demand service that is in the planning stages. Does the Agency have vehicles for this service?	TCRTA is expecting to start regional on-demand service on July 1, 2022. TCRTA is in the process of obtaining adequate vehicles expected for service. Outside of the Dinuba area, the expansion of on-demand service may be phased in over time. TCRTA and Contractor will work together on final timeline.

36	54	**Video Security System**	Please provide the make/model of the Video Security System(s) provided in the buses	TCRTA will be responsible for the maintenance of the video security system and make/model information will be provided to the awarded contractor.
37	54	**CAD, AVL and CRM**	Please confirm the request that Contractors provide a new Computer Assisted Dispatching (CAD) system with the understanding that TCRTA staff will use the system to handle all reservations and scheduling functions	Contractor will provide and maintain the new CAD system. Per Addendum No. 2, Contractor will operate the Call Center and utilize the CAD system. Contractor shall provide TCRTA access to the CAD system for reporting and contractor oversight.
38	54	**CAD/AVL Systems**	Are there specific deficiencies/missing features with Syncromatics or RouteMatch the TCRTA would like to see proposals address?	No specific deficiencies/missing features with either Syncromatics or RouteMatch.
39	54	**CAD/AVL Systems**	Please confirm that both the paratransit and fixed route systems need to provide GTFS-RT	Fixed Routes (local and commuter) are the only service modes that require GTFS-RT
40	54	**CAD/AVL Systems**	How much automated scheduling is being done with RouteMatch?	The Porterville site is the only site with "Computer Assisted" scheduling, and it is being conducted daily with RouteMatch.
41	54	**CAD/AVL Systems**	Do any of the paratransit services use automated scheduling of trips?	Currently, the Porterville site is the only site that utilizes "computer assisted" scheduling of paratransit trips. All other sites do not use scheduling software.
42	54	**CAD/AVL Systems**	How many profiles does the agency have for scheduling batches – are there separate weekday/weekend setups?	Contractor is responsible for determining the number of profiles for scheduling batches. Currently, the Porterville site is the only system using a CAD system.
43	54	**CAD/AVL Systems**	What version of RouteMatch is being used?	Unknown
44	54	**CAD/AVL Systems**	Please confirm Contractors are required to provide all new MDT/Tablets for all vehicles to operate the CAD/AVL systems	All fixed route and ADA paratransit vehicles must have MDT/Tablets to operate the CAD/AVL system.
45	54	**CAD/AVL Systems**	Is TCRTA looking for electronic fare options for either Paratransit or Fixed Route?	TCRTA is in the process of procuring a regional fare system that will be in all fixed route vehicles. TCRTA will procure fare system for ADA paratransit vehicles in the future.
46	55	**Bus Schedules**	Please provide the Bus Schedules in Excel format to allow for easier shift evaluation	Excel format is not available, Bus Schedules have been posted on the website.
47	56	**On-Demand Services**	Are the Uber On-Demand vehicles logging into the Uber platform, or being managed via RouteMatch?	On-demand vehicles are being managed by the Uber platform.
48	56	**On-Demand Services**	Do the electric vans for On-Demand make it through a shift without charging?	Electric shuttle vans charge, at a minimum, once per shift and usually during a 1-hour operator lunch break.
49	56	**On-Demand Services**	Does the Uber platform monitor the vehicle state of charge for dispatch to manage?	No, the Uber platform does not monitor state of charge. However, TCRTA utilizes ViriCiti to monitor vehicle state of charge.
50	56	**On-Demand Services**	What's the ratio of vehicles to chargers? How many chargers are at each facility?	The Porterville site is currently the only site with battery-electric vehicles. At its yard, the ratio is 1:1
51	57	**Dispatch / Reservations**	What is the current percentage of "Subscription Service" trips compared to the total number of trips?	Porterville is the only site with technology to allow for subscription service. The percentage is unknown but compliant with FTA guidelines.
52	57	**Calls**	Please clarify whether the Contractor receives Customer/Passenger calls or whether all customer calls are handled by TCRTA staff. If Contractor handles calls, please provide the volume of calls by hour and day for staff planning purposes	Refer to Addendum No. 2
53	59	**Facilities**	Do each of the facilities currently have or require an oil-water separator? Please confirm TCRTA is responsible for regular cleaning of the separator.	Unknown, the Porterville site is the only facility with a bus wash system.
54	59	**Facilities**	Do any of the facilities have a bus wash system? IF so, what brand and model number bus wash system is currently in use at the facility?	Porterville has the only automatic bus wash system, the brand and model number is unknown.
55	59	**Maintenance Yards**	Please provide the address for each of the vehicle maintenance yards	Dinuba Yard 1088 E. Kamm Ave, Dinuba CA 93618, Central Road Yard (TOMF) 25430 Rd 140 Visalia CA 93292, Porterville Yard 555 N. Prospect St, Porterville CA 93257.
56	59	**Facilities**	Please confirm TCRTA provides all offices and facilities needed to operate the contract. Is there a lease required for the facilities? If yes, is there any cost associated with the lease?	Yes, TCRTA intends to lease each TCRTA facility and vehicle for $1 annually.
57	59	**Facilities**	Agency provided facility: Is the contractor responsible for any taxes, licenses, or utilities? If yes, please provide the cost for last 12 months for taxes, licenses, and utilities.	No
58	59	**Facilities**	Agency provided facility: Will the contractor be responsible for any costs associated with leasehold improvements?	TCRTA is responsible for any facility improvements
59	60	**Bus Stops and Shelters**	Please clarify whether the Contractor is required to perform concrete work for the 'dismantle, move and erect bus stop poles, signs and shelters'. Are Contractors required to have construction personnel to physically install shelters?	TCRTA is responsible for any work outside of dismantle, remove and erect bus poles, signs , and shelters. Contractors are not required to have construction personnel to physically install shelters.
60	60	**Bus Stops and Shelters**	Please provide the last 12 months of expenses for bus stop and shelter maintenance and repairs. Please confirm glass, lighting are included in the TCRTA provided 'shelter parts'.	Due to the consolidation TCRTA is not able to provide the last 12 months of bus stop and shelter maintenance and repairs. TCRTA is responsible for all parts including glass and lighting, if the shelter is equipped with those parts.
62	60	**Disadvantaged Business**	Please provide the names of any current DBE vendors including the service provided and rates. Are there known DBE vendors for the items TCRTA has identified as DBE options (bus stop cleaning, maintenance, etc.)?	TCRTA does not currently utilize any current DBE vendors. TCRTA is unaware if any DBE vendors are available or willing to participate.
63	61	**Phone System**	Please confirm TCRTA provides both the phone service and the phone system. Is the Contractor responsible for providing, installing or paying for any phone service	Contractor is responsible to provide and maintain its own phone system and internet at each of the facilities including the Call Center.
64	61	**Radios**	Please provide the make and model of the radios provided by TCRTA. Does TCRTA provide portable radios for road supervision?	TCRTA is in the process of deploying a unified and regional 2-way radio system. At this time make and model is not available. Portable radios for road supervision will be provided.
65	61	**IT**	IT: Does the Contractor need to provide any network cabling or facility IT upgrades?	No
66	61	**IT**	IT: Are there any non-standard system applications that need to be installed on Contractor's workstations?	Contractor must supply its own workstations at each TCRTA facility, including the Call Center.
67	61	**IT**	IT: What systems, applications or on-bus technology does the Contractor need to provide computers or servers for?	Contractor must supply its own workstations and servers. TCRTA prefers that the CAD/AVL system be hosted in the cloud. TCRTA will provide servers, if required, for Genfare fare collection system.
68	61	**IT**	Infrastructure/Networking/Telephony: Who will be supporting the phone system?	Contractor is required to provide and maintain the phone system at each TCRTA facility.
69	61	**IT**	Application Support: Are there any applications or systems that need to transitioned from the current contractors system to the new contractors system?	No
70	61	**IT**	IT: Is the Contractor able to segment a separate VLAN off the Agency internet service?	Contractor is responsible for providing internet service at each of the TCRTA locations.
71	61	**IT**	IT: What up/down bandwidth is available to the Contractor on the Agency internet service?	Contractor is responsible for providing internet service at each of the TCRTA locations.
72	61	**IT**	IT: Please confirm Contractor can install their own managed router and switch for segmented VLAN.	Contractor is responsible for providing internet service at each of the TCRTA locations.
73	61	**IT**	IT: Please provide detail on the office/facility phone and internet lines/connections in each work area	Contractor is responsible for providing phone system and internet service at each of the TCRTA locations.
74	61	**IT**	IT: Is there rack space available for Contractor servers, switch, routers, etc.?	Rack space will be made available at each of the TCRTA locations.
75	61	**IT**	IT: For the Agency provided telephone system, are there Service Level Agreements (SLA), Business Continuity Plans (BCP) or Disaster Recovery (DR) plans that Contractors need to follow? If so, please provide copies.	Contractor is responsible for providing phone system and internet service at each of the TCRTA locations.
77	63	**Fare Collection**	Please confirm that Contractor is not responsible for cash fare counting or deposits. Contractor role is to replace fareboxes on buses and secure for TCRTA	Correct, contractor is not responsible for cash fare counting or deposits. Contractor is responsible for replacing cashboxes and securing cashboxes in a Contractor supplied vault for TCRTA to pick up on a defined schedule.
78	63	**Fare Collection**	What type of fareboxes are currently utilized within the revenue vehicles?	TCRTA is in the process of purchasing a Genfare fare collection system, it is expected that Genfare Fast Fare equipment will be installed on all fixed route vehicles by July 1, 2022.
79	63	**Farebox**	Please provide the make/model of the provided Fareboxes. Please confirm any location of farebox vaults/collection receivers	TCRTA is in the process of purchasing a Genfare fare collection system, type is unknown at this time. Contractor is required to provide a safe at each TCRTA facility to store cash boxes. At the Central Yard there is a cash box receiver that the contractor can use in lieu of a safe.
80	64	**Road Supervision**	Please clarify the requirement to have separate Road Supervisors for the ADA Paratransit service and the On-Demand service. Is the requirement to have a minimum of two (2) road supervisors on duty at all hours these services are operating? And is the requirement to have four (4) road supervisors on duty at all hours, every day of the week?	Minimum level of road supervisor during every hour of revenue service is 4.
82	65	**Fleet**	Does the Agency have any requirements regarding support vehicles? Type, number, age limit, fuel type. How many are currently being supplied by the contractor?	TCRTA does not have any requirements for support vehicles. Contractors are responsible for determining the appropriate number of support vehicles to satisfy the contract requirements.
83	65	**Maintenance**	Maintenance Option: Will TCRTA provide the maintenance facility for Contractor to use in maintaining the Central County Yard fleet? Please provide a description of the offices, space, parts room, etc.	TCRTA will provide the Central Yard maintenance facility for contractor use in maintaining the Central Yard fleet.
84	65	**Maintenance**	Maintenance Option: Is shop tooling provided by the agency or the contractor? If agency, please provide a current list of tools and equipment that will be provided.	Central Yard Equipment/Tooling is posted on the website.
85	65	**Maintenance**	Maintenance Option: Will a shop truck be provided by the agency? How many shop trucks are currently utilized in this service? Please provide details of any attachments currently used on the shop truck.	TCRTA does not have any requirements for support vehicles. Contractors are responsible for determining the appropriate number of support vehicles to satisfy the contract requirements.

86	65	**Maintenance**	Maintenance Option: Please confirm whether the Contractor is responsible for engine and transmission overhauls for the vehicles?	Engine, transmission and differential overhaul shall be performed by a factory-authorized repair shop, approved by TCRTA in advance of work, using only OEM parts and OEM minimum overhaul standards. TCRTA will reimburse Contractor only for actual costs incurred for engine, transmission and differential work accomplished following the above guidelines. If TCRTA determines that such work was a result of poor maintenance performance, failure to monitor overhaul criteria, neglect or abuse by Contractor, TCRTA will not be liable for any costs. Contractor must submit a detailed invoice to TCRTA for all such work. Contractor shall be responsible for the cost of removal and replacement of engines, transmissions and differentials. In addition, during the overhaul, Contractor shall replace and be responsible for the costs of ancillary parts, including all cooling hoses, engine and transmission mounts, drive belts, and rebuild or re-place the radiator. Contractor also shall assess all other components, lines, hos-es or systems. Those items determined to have never been replaced or found not to meet the OEM minimum standards for serviceability shall be rebuilt or replaced to min-imum OEM specifications at the time of the overhaul.
87	65	**Maintenance**	Please provide the last 12 months history for major component replacement and repair for the Agency provided fleet.	Major component replacement list has been posted on website.
88	65	**Maintenance**	Are there any remaining warranties for the fleet or provided equipment? If so, please provide warranty information.	TCRTA will provide remaining warranty information if available.
89	65	**Maintenance**	Maintenance Option: Please provide the current Preventive Maintenance Inspection (PMI) intervals the TCRTA is using for the fleet that the Contractor will need to follow.	PMIs are scheduled 3,000 miles or 90 days, whichever occurs first. For fixed route buses every 3,000 miles or 45 days for Gppv and spab certified vehicles.
90	65	**Optional Maintenance**	Please clarify whether TCRTA will provide the facility for the optional maintenance work	TCRTA will provide a maintenance facility at the Central County yard location for TCRTA maintenance work.
91	67	**Maintenance Parts**	Please clarify whether TCRTA will reimburse for any part over $500 given the requirement to list these parts in the monthly report	Correct
92	69	**Fueling and Cleaning**	Please confirm that Contractor staff are responsible for the fueling of the vehicles at the agency provided fueling facilities. Please provide the fueling time for each fuel type. Are CNG stations fast fuel or slow fuel?	Contractor staff are responsible for fueling/charging all TCRTA vehicles. Fueling/charging times vary for each location. TCRTA has a mix of slow and fast fill stations.
93	70	**Bus Wash Facilities**	Please clarify how often there are issues with the availability of the bus wash racks at the various yards	The Porterville bus wash system is prone to mechanical failures throughout the year. Contractor is not relieved of cleaning the vehicles if a bus wash rack is not available or inoperable.
94	71	**Fueling and Cleaning**	Is there a bus wash rack at the Central County Yard for Contractor to use for bus washing?	No. Contractor is required to provide the space and shall provide all cleaning supplies and equipment to perform interior and exterior cleaning. Contractor shall be responsible for all water containment and collection at TCRTA or City facilities
95	71	**Fueling and Cleaning**	Is bus washing currently performed by Contractor employees or a subcontractor? If a subcontractor, please provide the name and contact information so they can have the opportunity to continue providing these services	Currently performed by Contractor staff.
96	72	**Fleet**	Are Contractors permitted to use TCRTA fleet for road supervision and/or driver reliefs? If Contractor is to provide non-revenue support vehicles, how many are currently provided by the Contractor for road supervision and driver reliefs?	No. Contractors are responsible for determining the appropriate number of support vehicles to satisfy the contract requirements.
97	75	**Operations**	Please provide detailed information for each Fixed Route to help with blocking and scheduling in Excel format. Please include deadhead hours and miles, number of buses currently used on each route, pull-out and return-to-yard times, etc.	2022 TCRTA Route Maps and Schedules have been posted on the website.
98	75	**Runcutting**	Please provide the current vehicle blocking and run cut in Excel format for these services.	Based on the schedules TCRTA has provided, Contractors are responsible for determining, blocking and scheduling.
99	76	**Transit Centers**	Please provide the address for each of the Transit Centers	Dinuba Transit Center: 180 W. Merced Street, Dinuba, CA 93618; Porterville Transit Center: 61 W. Oak Avenue, Porterville, CA 93257; Tulare Transit Center: 360 N. K Street, Tulare, CA 93274; Woodlake (Whitney) Transit Center: 201 E. Lakeview Avenue, Woodlake, CA 93286
100	76	**Customer Service Agents**	Recognizing Contractors requirement to have a Customer Service Rep at each of the 3 transit centers during specified hours, this would require a minimum of six (6) CSR to cover these hours. Is the Contractor allowed to close the Transit Center information window for staff lunches or is a cover CSR required for meal and rest breaks?	One Customer Service Rep (Ticket Sales) must be available during all specified hours at each ticket sale location. Contractor is not allowed to close the Transit Center information window.
101	78	**Operations**	Please provide copies of the last twelve months of invoices from the Contractor.	TCRTA current service is not reflective of TCRTA proposed service plan for 2022 therefore the last 12 months of invoices will not be provided.
102	78	**Reporting**	Please clarify why Contractors are to report overtime pay, salaries and benefits paid by position given the contract is not a pass-through payment contract. This information should not be public record and are costs within our revenue rates billed	TCRTA receives federal funds and must report this information as part of its annual report to the National Transit Database.
103	78	**Operations**	Please provide copies of the last three months of management reports from the Contractor.	No, Current management reports are not reflective of the desired management reports.
104	79	**Operations**	Please provide detail if any of the current vehicles are operating at "overcapacity," and which routes, and time of day the overcapacity is occurring.	Due to the COVID-19 pandemic, no vehicles are operating at "overcapacity".
105	79	**Operations**	Is the current contractor staging vehicles on any of the routes, and if so, please provide details on the routes that require the staged vehicles to maintain OTP?	No
106	80	**DBE**	Please clarify and provide the 'deduction per month' should the Contractor not be able to secure the 2% DBE goal for the contract. This contract is a heavy labor contract which makes securing 2% DBE a challenge. Is TCRTA willing to pay a higher priced contract if the DBE quotes are more expensive than either performing the work directly or hiring a non-DBE subcontractor that is at a lower price	Contractor will provide a monthly report, as part of the invoice package, listing DBEs used during the month and amount paid. A $1,000 deduction per month will be assessed if after two quarters, the Contractor does not meet its DBE goal. The Contractor must provide a letter explanation to TCRTA and a corrective action plan to achieve its DBE goal within the contract year. This answer is reflective if the Contractor proposes the use of a DBE.
107	82	**Penalties and Incentives**	Please provide a listing of any Deductions charged or incentives earned over the past 24 months by category for the similar services/contracts. Please clarify if the liquidated damages listed in the RFP differ from the current contract(s).	This information is not available, and the liquidated damages listed in the RFP are based on TCRTA expected performance standards.
108	82	**Penalties and Incentives**	Would the agency consider postponing performance penalties during the first 90 days of the new contract period for a new contractor?	No
109	82	**Penalties and Incentives**	Please provide the actual On-Time performance for each service type by month for the past 24 months	Not available.
110	82	**Penalties and Incentives**	Please provide the productivity for ADA Paratransit and On-Demand by month for the past 24 months. How was the 4 passengers per hour Incentive threshold established?	This information is not available. 4 passengers incentive is TCRTA desired performance standard.
112	84	**Pricing**	Please provide the current rates paid to the existing contractor for variable and fixed costs. Also, please indicate the total amount paid to the contractor for the last fiscal year.	The planned service is not reflective of the current service, and will not be provided.
113	84	**Pricing**	Please confirm/provide the volume of hours on which proposers should base their proposals for each of the Price page forms. This will ensure all bidders use the same level of service on each of the price forms. Please describe plans for any changes to the volume of hours in the next 12 months.	Proposer should refer to Addendum #1 for the estimated number of hours.
114	123	**Labor Relations**	Are the current transit employees covered by 49 USC 5333(b) (also known as Section 13c of the Urban Mass Transportation Act of 1964)? Does the union agreement include an under-funded liability? Will the County indemnify contractors from any open liabilities?	Please refer to the provided CBAs with Addendum No. 2. TCRTA is unaware of any under-funded liabilities. TCRTA will not indemnify Contractors from any open liabilities.
115	135	**Fleet**	Attachment J notes TCRTA has 80 vehicles however Addendum 1 indicates a total fleet of 106. Please confirm Contractors will have access to the full 106 vehicle fleet. Will contractors be required to insure the full 106 vehicles?	Contract will have access to the full 106 vehicles. Contractor is required to insure the full 106 vehicles. TCRTA is currently working with member agencies on a shared-use policy and procedure.
116		**Fleet**	Please confirm Vehicle 61 in Woodlake is a 2006 vehicle with only 11,450 miles and vehicle 62 is a 2002 with only 119,426 miles.	Correct
117		**Fleet**	Does the Agency have a vehicle replacement schedule that can be shared? This section indicates there are 80 buses with additional buses to be added; are these for either replacement or expansion? Many of the listed fleet have high mileage and some are more than 12 years old.	TCRTA is the process of developing its vehicle replacement schedule.
118		**Fleet**	Please confirm that TCRTA is providing a fleet of 106 vehicles with a peak service need of 45, showing a 57% spare ratio	Correct, due to zero-emission transition and planned on-demand expansion throughout the region.
119		**Hours and Miles**	Paratransit & Current On Demand Specific: 1. Please provide a productivity report from the dispatching software daily for one week and monthly for the last 12 months that shows data that includes: Breakdown of Hours covering: a. Total vehicle hours; b. Service/Live hours; c. Deadhead Hours; d. Break/Lunch Hours; e. Refuel Hours; f. and Any Other Hours; 2. Breakdown of Miles covering; a. Total Miles; b. Service/Live Miles; c. Deadhead Miles; d. Break/Lunch Miles; e. Refuel Miles; f. and Any Other Miles; 3. Average Distance in miles per Trip; Average Length in minutes per trip; Trips per Revenue Hour.	TCRTA will not provide this information because current service is not reflective of the current service.
120		**Price Pages**	Please provide the nine (9) Price Pages in Excel format	Contractor can utilize the pricing templates provided in the RFP to develop your own Excel worksheet.

122		**CAD/AVL System**	Please indicate whether these products should be hosted by TCRTA, the software manufacturer or if Contractor would be required to provided hosting services.	Contractor is required to provide CAD/AVL hosting.
123		**CAD/AVL System**	Please clarify what the 'TCRTA cellular network' is so that Contractors can ensure the selected system is compatible. Please confirm that Contractors do not need to budget for the monthly cellular/data service and charges to run the tablets for the CAD/AVL system	TCRTA will provide the cellular network in all fixed route vehicles. The cellular network will be a cradlepoint router with a cellular data connection. The Contractor will be provided a data connection via ethernet or Wi-Fi.
124		**CAD/AVL System**	Please confirm the Contractor is responsible for providing for and paying for the CAD/AVL system. Please clarify any responsibility for training and or support for TCRTA employees by Contractor for the CAD/AVL and CRM systems	Correct, Contractor is responsible for providing for and paying for the CAD/AVL system. Contractor shall provide necessary training to TCRTA staff to become familiar with reporting and contractor oversight responsibilities. Contractor must provide sufficient training to each operator to operate the system proficiently.
125		**CAD/AVL System**	Please clarify the number of Tablets Contractors need to supply. Will the provided fleet be 80 vehicles or 106 vehicles	TCRTA has 106 vehicles, however only 80 vehicles need tablets for CAD/AVL
126		**CAD/AVL System**	Please confirm Contractors are only responsible for the base CAD/AVL system and are not required to price/include added tools like AVA, APC, TSP	Correct, Contractors are only responsible for the base CAD/AVL.
127		**Legal**	At various times, state, federal, and local governments change laws, rules and regulations which require a company to increase the wages or benefits for the employees that will be employed under this contract. If such an event occurs during the term of the agreement, how will the agency respond for a request for increased compensation. For example, the recent Affordable Care Act legislation significantly affected the level and cost of medical coverage for employees. Since these events cannot be anticipated and the costs are so significant, we need to understand the risk associated with such laws, rules or regulations.	TCRTA will consider these events, however please refer to the provisions for change orders as stated in the RFP.
128		**Legal**	**Paratransit:** Is any part of the program funded by a Covered Entity (as defined under HIPAA), including Medicare and Medicaid?	No
129		**Legal**	**Paratransit:** Will Contractor be required to enter into a HIPAA Business Associate Agreement to provide some of the contracted services?	No
130			The Scope of Work, #5 on page 55 and #6 on page 56 note that the Local Fixed Route and Circulatory Service and Commuter Services will have new schedules distributed. Please estimate when that bus schedule addendum will come out. This is a critical part of our prep work and we want to work from the correct schedules.	Route schedules are posted on the website.
131			Can you say what schedules will not be changing? Knowing that will help us move on part of the service, although any potential for interlining will need to come later.	Route schedules are posted on the website.
132			Please provide the facility addresses for the North and South County bus yards.	Dinuba Yard 1088 E. Kamm Ave, Dinuba CA 93618, Central Road Yard (TOMF) 25430 Rd 140 Visalia CA 93292, Porterville Yard 555 N. Prospect St, Porterville CA 93257.
133		**Addendum 1**	The fleet list does not show vehicles used for ADA for the County or City of Tulare, On Demand service for the City of Tulare, or Exeter and Farmersville for the fixed route and paratransit services. Please confirm which vehicles are used for those services?	TCRTA has not determined which vehicles will be utilized for services and locations.
134		**General**	Please provide the labor code 1070 for Exeter, Farmersville, Lindsay, and Woodlake to include position, hire date, full-time and part-time status, and medical benefits participation.	Labor code 1070 for Exeter and Farmersville will not be provided as those employees are assigned to Visalia Transit. Lindsay and Woodlake 1070 information is provided in Addendum #2
135		**General**	Please provide the NTD reports for the last three years for the fixed route and ADA which shows revenue hours, deadhead hours, revenue miles, deadhead miles, average weekday revenue hours, average Saturday hours, and average Sunday revenue hours for Exeter, Farmersville, Lindsay, Porterville, and Woodlake.	Transit service for the cities of Exeter and Farmersville are currently provided by Visalia Transit. Transit service for the City of Lindsay is provided by the County of Tulare (TCaT). Prior NTD reports for the member agencies (including the cities of Porterville, Woodlake, and Tulare County), and the City of Visalia, can be found at https://www.transit.dot.gov/ntd/transit-agency-profiles
136		**General**	Please indicate whether the Exeter, Farmerville, Porterville, and Lindsay are under a Union agreement. If yes, please provide a copy of the CBA or contact name and number for the Union.	CBAs are provided in Addendum #2.
137		**Revenue Hours**	Currently, approximately 9,000 revenue hours are operated for the fixed route service in the City of Dinuba. Addendum 1 does not show any fixed route revenue hours for the City of Dinuba. Please indicate whether the fixed route service in the City of Dinuba will be discontinued at the start of the new contract term.	Correct
138		**Technology**	On page 54 of the RFP, 3 paragraph from the top: The City of Porterville currently utilizes RouteMatch software. Is TCRTA willing to transfer the RouteMatch software licensing and database to the successful contractor to help reduce costs overall for this project?	Proposers are encouraged to reach out to RouteMatch.
139	54	**Technology**	Will the existing APC's and AVA's currently used in the Porterville Transit fleet remain active through RouteMatch?	No.
140			On page 73 of the RFP, section P "Initial Operator Training". It states "Initial Operator training shall include "Verified Transit Training" (VTT) with a minimum of sixty hours of classroom, which includes the following topics:" The minimum class room requirement to obtain an original certificates VTT is 15 hours classroom and 20 hours behind-the wheel training. Is the minimum of sixty hours of classroom training a typo? Or will the successful contractor be required to provide sixty hours of classroom training to obtain a VTT?	Contractors must meet the required training to obtain VTT certification. However initial Operator training which includes VTT certification must be at a minimum of 60 hours. Please refer to page 73 of the RFP for additional topics to be covered in the initial operator training.
141	63		On page 63 and 64 section E, Bus Operators (Drivers and Supervisors). Under the minimum qualifications it states an operator must be at least 21 years of age. Is that a requirement for all drivers for all TCRTA vehicles? For TCRTA vehicles (mini-vans, EV ford transit vans) not requiring a commercial drivers license, does this minimum age requirement apply? If yes, will existing drivers currently under the age of 21 be allowed to drive TCRTA vehicles not requiring a commercial license at the start of contract?	Should TCRTA elect to become a member of the CalTIP insurance pool, CalTIP minimum age for an operator is 21.
142			Please confirm that at the start of service July 1, 2022, Dinuba transit will not operate any fixed routes? Only ADA paratransit and on-demand service?	Correct
143			or, Proposed General Manager, Assistant General Manager, and Safety and Training Manager, is office space available for these 3 key positions at the "Central Yard"? Is there a conference room available in the Central Yard	TCRTA office space is limited, Contractor may determine and lease appropriate space to accomodate the management team. This should be described in the proposal.
144			On page 43 of the RFP under "Comprehensive Automobile Liability Insurance". Would TCRTA consider reducing the auto liability insurance from $5,000,000 combined single limit per incident. to $1,000,000 million combined single limit per incident?	No
145			Could you please clarify if the City of Tulare vehicles will have a "pull out location" at the City of Tulare corporation yard or at the Central Yard at the start of contract?	Central Yard at the start of contract.
146			Please provide information on the current labor force, including hire dates and wage rates and benefits (premiums and deductibles) and paid time off of employees by job classification. Will this information be provided at least 30 days prior to the deadline for proposals?	Please refer to Addendum No.2
147			Please provide a copy of the current Collective Bargaining Agreements and all associated amendments.	Please refer to Addendum No.2
148			Does the Agency's receipt of federal funding trigger the need to comply with the labor protection requirements of Section 13(c) of the Federal Transit Act (49 USC 5333(b))? Is it anticipated that any portion of the compliance cost is to be borne by the successful proposer and how will those requirements be disclosed?	Contractor's responsibility is to perform in a manner that would not trigger a 5333b event, Contract is only responsible for their negligence should they trigger a 5333b event.
149			A logical approach to employee wages and benefits might be to apply a single set of wages and policies to all employees performing similar work that are hired from the employers that have different wages scales and benefits, so that compensation etc. is consistent. However, that may result in increased costs. Will there be any consideration in bid evaluation given to proposers that would implement such an arrangement? If so, how would such an arrangement be considered in ranking proposers?	It is the contractors responsibility to develop effective labor negotiation techniques. Please refer to the scoring criteria as stated in the RFP.
150			Please confirm the Contractor will not be liable for any outstanding economic liabilities like an underfunded pension program. If there is a current liability that will transfer, please provide the details and dollar amounts?	TCRTA is unaware of any current liabilities that would transfer to new contractor.
151			Please provide the turnover rate for operators hired within the last 24 months?	>20%
152			Please clarify with order of magnitude how many operators the transit system is deficient to perform pre-COVID operations combined with expected new service to be introduced on July 1, 2022?	Currently, due to the COVID-19 pandemic the only site that is deficient is Tulare.
154			On average over the life of the contract, how many shelters does TCRTA anticipate installing annually?	No new shelter projects planned for the next 3 years.
155			Please clarify how often during a typical month the wash rack is not available or inoperable at TCRTA and City facilities?	No wash rack at Central Yard. South County Yard only has a wash bay, no system. North Yard is down on average 3-4 times annually
156			Please clarify whether TCRTA is responsible for the maintenance of vehicle technologies, including passenger wi-fi, security camera systems, electronic fare boxes, digital destination signs, automatic voice annunciators, automatic passenger counters, and infotainment systems, and Point of Sale systems? In addition, will TCRTA maintain the ticket vending machine located at the Porterville Transit Center?	TCRTA is responsible for the maintenance of cellular router, electronic fare boxes and supporting fare box equipment, and security camera systems.
157			Considering business closures and shipping delays caused by the COVID-19 pandemic, will TCRTA accept proposal submissions via email?	Yes

158			Can TCRTA share its total and annual budget for this procurement? Providing Offerors with a clear estimate of the budget will benefit the public by allowing for the most competitive procurement process, as Offerors will compete to provide the greatest value for TCRTA's money.	The current service is fully funded, TCRTA's 2022 budget has not been drafted.
159			In order to compile a thorough and thoughtful response to TCRTA's RFP, we respectfully request a three-week extension of the proposal deadline to March 10th, 2022.	Refer to Addendum No. 2
160		**Technology**	Can TCRTA confirm whether or not technology providers can join multiple proposals as sub-contractors?	TCRTA does not object to technology providers being named in multiple proposals as sub-contractors.
161		**Technology**	Can TCRTA confirm whether or not it is interested in proposals from firms which may offer only a select portion of the Scope of Work? For example, would TCRTA be interested in receiving proposals from firms which solely intend to provide on-demand technology and services?	No
162	56	**Technology**	On pg. 56, the RFP states: "General trips are booked on the Uber mobile application." Would TCRTA be open to a proposal which includes dedicated and customized on-demand transit software (including a mobile application) with the potential to integrate into fixed route and paratransit operations, or will Uber continue to be the application / software provider for On-Demand Services as part of this RFP?	Uber will continue to be the application/software provider for on-demand services.
163			The RFP references vehicle replacement but does not indicate the type of fleet expected. Are you planning for an electric transition?	A vehicle replacement schedule is in development, TCRTA is committed to transitioning the fleet to zero-emission.
164	18		Labor Code 1072 states that wage rates and benefits of the existing employees should be made available to potential bidders at least 30 days prior to the deadline for bids. Would TCRTA please provide an extension to the proposal deadline to provide bidders with enough time to account for this provision appropriately? We would request that the deadline be extended a minimum of 30-days from the date the information is provided to the deadline for proposal submittal.	Refer to Addendum No. 2
165	15		Please confirm the submittal requirement for "Request for Pre Offer Change." Should bidders re-submit all of the Request for Pre-Offer Change forms submitted January 21 with TCRTA Responses completed?	No
166	68		Please confirm the responsibility for towing expenses would only be applicable to vehicles from the Central County Yard should a proposer bid the "optional fleet maintenance."	Contractor at Central Yard is responsible for towing expenses
169	69		Please confirm that the contractor will be responsible for washing the interiors and exteriors of the fleet, regardless of whether they are awarded the "optional maintenance.	Correct
170	69		Please confirm the bus wash racks at the City of Porterville and Dinuba yards are the only available wash racks for fleet cleaning at TCRTA facility, as well as the uptime expected for these wash racks. Has there been a history of these being unavailable or inoperable?	Correct, due to preventative maintenance or repair these wash systems have been prone to being unavailable or not in working condition. TCRTA does not have historical information.
171	75		Please provide a layout of any/all office spaces to be available for contractor staff to include indication of the number of work stations dedicated. Is the only space provided the "Proposers Administration Office" as referenced in this section at the Central Yard?	TCRTA has limited space for contractor's staff. Proposers should lease sufficient space for its management team.
172	75		Will TCRTA allow bidders to make an appointment to tour the provided office spaces and Central Yard for the Optional Fleet Maintenance submittal?	Refer to Addendum No. 2
173	18		Pursuant to the requirements of CA Labor Code 1072, please provide information regarding the current rates/benefits for all employees of these services: a. Please provide employees lists indicating hire date, pay rate, and full time or part time status. This should include bargained and non bargained employees. b. Please provide specific benefit information such as a benefit rate sheet, indicating co-pays, dependent coverage and amount of premium to be paid by employer.	Refer to Addendum No. 2
174	17		Page 11 and Page 17 of the RFP may conflict, please confirm the responsible party for customer service and facility maintenance and confirm the required staff listing on page 17 is accurate.	Per Addendum No. 2, Contractor is responsible for management and operation of the Central County Yard maintenance and TCRTA Central Call Center. Outside of these changes the staffing levels on page 17 are correct.
175	9		Please provide the addresses for the North and South yards. Please also provide detail on any facility cost proposer would be responsible for, separated by each facility.	Addresses have been provided already. Contractor is responsible for janitorial at each TCRTA facility. TCRTA is responsible for landscape maintenance.
176		**General**	Please provide historical revenue hours, deadhead hours, total hours, revenue miles, deadhead miles, total miles for the last 3 years by month for each service.	Due to the recent consolidation, TCRTA is not able to provide complete data for each service. Please refer to Addendum No. 1 for estimated revenue hours and miles starting July 1, 2022. Please note that the current service structure is not reflective of the service beginning on July 1, 2022.
177	82		Please provide historical performance for the categories included in the incentives and penalties section for the last 3 years for each service.	Due to the recent consolidation, TCRTA is not able to provide this data. Please note that the current service structure is not reflective of the service beginning on July 1, 2022.
178		**General**	Please provide a copy of the current contracts and the monthly reports and invoices submitted for the last 24-months for each of these services.	TCRTA will not provide this information because current service is not reflective of the current service.
179		**General**	Due to the complexity of this procurement, would TCRTA provide a second questions deadline to allow bidders to ask follow up questions to clarify anything addressed in TCRTA's responses?	Refer to Addendum No. 2
180		**General**	Please provide the price pages in Excel format.	Already answered.
181		**General**	Given the uncertainty due to the Global pandemic, would TCRTA consider allowing mutual consent for option years?	Yes
182		**General**	Please define revenue hours for each service type and whether this time includes layover/recovery time as well as larger gaps in the schedules of 30 minutes or more.	Already answered.
183		**Addendum 1**	What is the date of the odometer reading for the fleet list in Add 1 (Central Yard)?	December 2021
184		**Addendum 1**	Please provide the OD reading and date of the last engine and/or transmission replacement/rebuild for each (Central Yard) vehicle.	Information is not available at this time due to the consolidation
185		**Addendum 1**	Please provide prior year total service mileage and annual vehicle mileage per unit (Central Yard).	Information is not available at this time due to the consolidation
186		**Addendum 1**	Please provided how many miles are currently on each engine and transmission along with the types (engine/transmission) per vehicle (Central Yard).	Information is not available at this time due to the consolidation
187		**Addendum 1**	What is the vehicle replacement plan for the duration of the contract for Central Yard fleet?	Replacement plan is currently in development
189		**Addendum 1**	Please provide copies of most recent engine oil and other fluid sampling analysis for Central Yard fleet.	Not available.
190		**General**	Who provides non-revenue/support vehicles, what type are required, and how many?	Contractor must provide and determine an appropriate number of support vehicles
191		**General**	Please provide current listing of Client/Current owned shop equipment and what equipment be available for use by the new contractor.	Central Yard Equipment/Tooling is posted on the website.
192		**69**	Is TCRTA currently utilizing a link between any other Maintenance management software if yes which programs are being interfaced?	No
193		**67**	Please provide last twelve months parts usage by system.	Information is not available at this time due to the consolidation
194		**67**	Are there coolant and oil storage tanks for both new and used fluids?	Yes
195		**55**	This section states that bus schedules will be provided as an addendum to the RFP. Please provide all bus schedules that are part of the RFP, including the optional Exeter and Farmersville service and LOOP service, unless it is strictly charter service without a fixed schedule.	2022 Maps and Schedules have been posted on the website.
197			The forthcoming local fixed route/circulatory service and commuter service routing will take time to build into a solid and dependable runcut. Additionally, we are posting several questions that will take some time to respond to. Will TCRTA consider a two-week extension of the due date to provide for thorough and accurate proposals	Refer to Addendum No. 2
198			#6 on page 56 also notes a revised commuter schedule addendum will be releases. Please estimate the time that addendum will come out. (Asked in email 01/07/22)	Refer to Addendum No.2
199			#7 on page 56 indicates the use of an Uber app, tied to Uber and city provided service. Do you have a feel for why riders might choose Uber over the city provided service tied to the Uber app?	Uber is the on-demand app for TCRTA
200			#9 on page 58 requires SPAB certified drivers. Does the current contractor(s) meet this requirement	Yes
201			Please provide the facility address for the North County and South County bus yards	Already answered.
202			Will there be a tour of the various facilities offered?	Refer to Addendum No.2
203			In D. Fare Collection, does TCRTA provide the vaults?	Contractor must provide a vault to store cash boxes.
204			Please describe the bus washing facilities for each of the three yards.	Manual wash bay at North Yard, No wash bay at Central Yard, Automatic wash system at South Yard.
205			Will TCRTA provide space for training during startup	Already answered.
206			Will TCRTA provide vehicles for training during startup?	Already answered.

TULARE COUNTY REGIONAL TRANSIT AGENCY
CONTRACT ADDENDUM

PROJECT TITLE:	Transit Operations Services
RFP NO:	2021-01
ADDENDUM NO:	4
ISSUED:	2/17/2022

The Tulare County Regional Transit Agency is issuing this Addendum to respond to questions raised by parties interested in the Request for Proposals named above (the "RFP").

This Addendum constitutes an integral part of the RFP and shall be read in conjunction with the RFP. Where inconsistent with the original RFP, or any pervious Addendum to the RFP, this Addendum shall govern. Unless specifically changed herein, all other requirements and provisions of the RFP remain unchanged and can only be modified if in writing by the Tulare County Regional Transit Agency. It is the responsibility of all Proposers to conform to this Addendum.

1. TCRTA ITS Standard/Specification

TCRTA has uploaded to the website the TCRTA ITS Standard/Specification for in-bus technology moving forward. These standards are based on existing and planned equipment to deployed throughout the TCRTA fleet. It's TCRTA's desire that the Contractor's CAD/AVL system will be able to integrate with the equipment listed in this document. Should the Contractor's CAD/AVL system not be compatible with some, or all the equipment listed will not affect the Proposal.

2. Projected Revenue Hours and Miles

TCRTA's updated projected annual revenue hours and miles can be found in the tables below. **Revenue hours and miles reflected in the tables below are not a contractual guarantee, only an estimate.** Regional On-Demand service is in the planning stages and service hours are dependent on vehicle availability and service adoption. Due to the ongoing COVID-19 pandemic service hours may be reduced and some services may be suspended or eliminated**. Proposers will be paid for actual hours and miles performed not for estimates as stated below.** Revenue hours and miles may vary by 20% and proposals should hold constant hourly, miles, and fixed rates within that fluctuation throughout the contract performance period and any optional years. TCRTA will notify Proposer of additional service revisions or changes at least 60 days prior to the change(s).

If at any time, changes to the entire service are greater than 20% overall (not including service changes due to events in the force majeure clause, which are common and may occur at any time), the Proposer may request a contract amendment, in writing to be submitted 30 days prior to the change in service.

Please note the following changes:

Dinuba – Revenue hours for the existing Reedley Connection route has been added back in.
TCaT – Existing Route 50 and 60 have been eliminated.
Farmersville/Exeter Service – Ongoing discussions with final design of the Farmersville/Exeter service continue. Should there be any changes to Farmersville/Exeter service it will be noted in a future Addendum.

Projected Revenue Hours Table

FY 2022/23 – FY 2029/30					
Location	**Commuter Route Service Hours**	**Local Route/Circulator Service Hours**	**ADA Paratransit Service Hours**	**On Demand Service Hours**	**LOOP Service Hours**
Dinuba	N/A	4,100	2,000	12,000*	N/A
Exeter	N/A	N/A	N/A	6,000*	N/A
Farmersville	N/A	N/A	N/A	6,000*	N/A
Lindsay	N/A	N/A	450	3,000*	N/A
Porterville	N/A	24,600	2,500	12,000	N/A
Tulare	4,300	24,600	2,500	12,000*	N/A
Woodlake	N/A	N/A	2,000	3,000*	N/A
County	28,800	3,200	N/A	N/A	2,400
Total	**33,100**	**56,500**	**9,450**	**54,000**	**2,400**

**New Service Starting July 1, 2022*

"Optional" Projected Revenue Hours Table (Exeter and Farmersville)

FY 2022/23 – FY 2029/30		
Location	**Local Route Service Hours**	**ADA Paratransit Service Hours**
Exeter	4,100	500
Farmersville	4,100	700
Total	**8,200**	**1,200**

Projected Revenue Miles Table (Central Yard Maintenance)

FY 2022/23 – FY 2029/30					
Location	**Commuter Route Service Miles Routes**	**Local Route/Circulator Service Miles**	**ADA Paratransit Service Miles**	**On Demand Service Miles**	**LOOP Service Miles**
Tulare Fleet	156,200	500,000	24,000	100,000	N/A
County Fleet	825,100	74,200	N/A	N/A	1,000
Total	**981,300**	**574,200**	**24,000**	**100,000**	**1,000**

3. Bus Stop and Shelter Inventory

TCRTA has uploaded to the website the bus stop list and shelter inventory for Contractor's review.

4. Updated Tool List (Central Yard)

TCRTA has uploaded to the website the updated equipment and tool list for the Central Yard Maintenance facility.

5. Updated Vehicle Location and Assignment

TCRTA has uploaded to the website the updated vehicle location and assignment for each of the three yards.

6. Questions and Answers

TCRTA has uploaded to the website the second part of questions and answers that TCRTA has received.

END OF ADDENDUM No. 4

/s/ Richard Tree
Executive Director

TCRTA In-Bus Technology Specification

1. Fare Collection System
    a. Genfare Fast Fare
    b. Genfare Link

2. In-Bus Cellular Router
    a. Cradlepoint IBR1700 Series
    b. MC400 Modular Modem (Second SIM)
    c. Panorama 11 in 1 Dome Antenna

3. AVL Vehicle Logic Unit
    a. Vendor Dependent

4. Automated Voice Annunciation
    a. Hanover
        i. Professionally recorded announcements (English and Spanish)
        ii. Based on GTFS Feed

5. Next Stop Signs
    a. Hanover
        i. 144x19 Amber Internal LED Sign

6. Automatic Passenger Counter
    a. IRMA Matrix (All passenger doors)

7. Tablet Mounting
    a. HiNT Mounting Hardware with integrated power

8. Destination Signs
    a. Hanover
        i. White LED
        ii. Front, Side, Rear

9. Infotainment Display
    a. Hanover
        i. HTC Computer
        ii. 21.5” Monitor

10. Video Security System
    a. Apollo RoadRunner 4K
        i. 8-12 Cameras
        ii. Wireless Download Capability

Route 1

# of Stops	Flag Stop_id	RouteShout ID	Blade(s)	Turn Out	PV Stop	Barrell RoofShelter	Solar Kit	Peak Roof Shelter w/ Solar	Stop_name	Stop_desc	Notes
1	1001	ridept1001	1,3		1				Putnam and 3rd	Santa Fe Plaza	
2	1002	ridept1002	1,3		1				Plano and Garden	Eastridge Plaza	
3	1005	ridept1005	1,4	1	1	2			South County Justice Center	South County Justice Center	
4	1010	ridept1010	1		1				Olive Ave. and H St.	Brake n Wheel	
5	1015	ridept1015	1		1	1		1	Olive Ave. and Jaye St.	Porterville High School	
6	1020	ridept1020	1		1			1	Olive Ave. and Villa St.	Long John Silvers	
7	1025	ridept1025	1		1				Olive Ave. and Olive Terrace	Olympic Gym	
8	1030	ridept1030	1		1	1			Olive Ave. and Dameron	O'Reley's Auto Parts	
9	1035	ridept1035	1		1				1326 W. Olive Ave.	Town and Country Drug	
10	1040	ridept1040	1		1				Olive Ave. and Salisbury	Alder and Evergreen Apartments	
11	1042	ridept1042	1		1				Olive Ave. and Mathew	Summit Charter Academy	
12	1045	ridept1045	1	1	1	1			Olive Ave. and Westwood	Landmark Christian Center	
13	1050	ridept1050	1		1				Westwood St. and Garden Ave.	Westwood and Garden	
14	1055	ridept1055	1		1				Westwood St. and W. Putnam Ct.	Jim Maples Academy	
15	1060	ridept1060	1		1				Morton Ave. and Argyle	Morton and Argyle	
16	1065	ridept1065	1		1				Morton Ave. and Belmont	Sherwood Market	
17	1070	ridept1070	1		1				1343 W. Morton Ave.	Mission Mobile Home	
18	1075	ridept1075	1		1				Morton Ave. and Douglas	Across From Douglas	
19	1080	ridept1080	1		1				Morton Ave. and Motel 6	Motel 6	
20	1085	ridept1085	1		1				Villa St. and Putnam Ave.	Sequoia Pharmacy	
21	1090	ridept1090	1	1	1	1			Pearson Dr. and Putnam Ave.	Sierra View Hospital	
22	1095	ridept1095	1		1				Morton Ave. and Pearson Dr.	Morton and Pearson	
23	1100	ridept1100	1		1				Morton Ave. and G St.	Bartlett Middle School	
24	1105	ridept1105	1,2,5		1				D St. and W. Cleveland Ave.	Porterville Museum	
				3	24	6	0	2			

TOTALS	
Stops	24
TURN-OUTS	3
PV-Stop	24
Barrell Roof Shelter	6
Solar Kit	0
Peak Roof Shelter w Solar	2

Route 2

# of Stops	Flag Stop_id	RouteShape ID	Radius	Turn-Out	PV-Stop	Barrett Roof Shelter	Solar Kit	Peak Roof Shelter w/ Solar	Stop_name	Stop_desc	Notes
1	2010	ridepiO010	27.6		1	1	1		Hockett and Thurman	Porterville Library	
2	2015	ridepiO015	2.7		1	1	1		Main St. and North		
3	2020	ridepiO020	2		1				Henderson and G St.	Henderson Pizza Hut	
4	2025	ridepiO025	2		1				Henderson and Villa		
5	2030	ridepiO030	2		1			1	Henderson and Indiana	Wendy's	
6	2035	ridepiO035	2		1			1	Henderson and Prospect	Taco Bell and Wal-Mart	
7	2040	ridepiO040	2		1				Henderson and Newcomb	Monache High School	
8	2045	ridepiO045	2		1				Henderson and Belmont	Henderson Baptist Church	
9	2050	ridepiO050	2	1	1	1			Westwood and Henderson	CVS Pharmacy Henderson Ave.	
10	2055	ridepiO055	2		1				Westwood and Luisa		
11	2060	ridepiO060	2		1				Westfield and Westwood		
12	2065	ridepiO065	2		1				Westfield and Mathew		
13	2070	ridepiO070	2		1				Westfield and Newcomb	Newcomb and LDS Church	
14	2075	ridepiO075	2		1				Westfield and Cobb		
15	2080	ridepiO080	2		1				Westfield and Milo		
16	2085	ridepiO085	2		1				Westfield and Monte Vista School	Monte Vista School	
				1	16	3	2	2			

TOTALS	
Stops	16
TURN-OUTS	1
PV-Stop	16
Barrett Roof Shelter	3
Solar Kit	2
Peak Roof Shelter w Solar	2

Route 3

# of Stops	Flag Stop_id	RouteShort ID	Blade(s)	Turn-Out	PV-Stop	Barrell RoofShelter	Solar Kit	Peak Roof Shelter w/ Solar	Stop_name	Stop_desc	Notes
1	3015	ridept3015	3,9		1			1	S. Plano and Vallarta Supermarket	Vallarta Supermarket	
2	3020	ridept3020	3,9		1				S. Plano and Andres		
3	3025	ridept3025	3		1				Date and Plano	Warnack Pharmacy	
4	3030	ridept3030	3		1				Date and Rainbow Market	Rainbow Market	
5	3035	ridept3035	3		1				Date and Leggett		
6	3040	ridept3040	3		1				Date and Ruth		
7	3045	ridept3045	3		1				E. Springville and Conner	Bob's Tiny Mart	
8	3050	ridept3050	3		1				E. Springville and Rup's Market	Rup Market	
9	3053	ridept3053	3		1				E. Springville		
10	3055	ridept3055	3		1				E. Springville and Page		
11	3060	ridept3060	3		1				2259 E. Springville	Cortz Market	
12	3065	ridept3065	3		1				Doyle and E. Springville		
13	3070	ridept3070	3		1				Crabtree and Alta Vista School	Alta Vista School	
14	3075	ridept3075	3		1				Crabtree and Page		
15	3080	ridept3080	3		1				Crabtree and Tulsa		
16	3085	ridept3085	3		1				Holcomb and Tyler		
17	3090	ridept3090	3,6	1	1	2	1		E. Olive and Granite Hills High School	Granit Hills High School	
18	3095	ridept3095	3		1				Crestview and E. Putnam		
19	3100	ridept3100	3,6		1	1			E. Putnam and Leggett	Portervile Golf Course	
20	3105	ridept3105	3	1	1	1			E. Putnam and Portervile Community Center	Portervile Community Center	
21	3110	ridept3110	3		1	1	1		E. Putnam and Santa Fe Plaza	Santa Fe Plaza	
				2	21	5	2	1			

TOTALS	
Stops	21
TURN-OUTS	2
PV-Stop	21
Barrell Roof Shelter	5
Solar Kit	2
Peak Roof Shelter w Solar	1

Route 4

# of Stops	Flag Stop_id	StopAbout ID	Blanklnfo	Turn Out	PV Stop	Barrell RoofShelter	Solar Kit	Peak Roof Shelter w/ Solar	Stop name	Stop desc	Notes
1	4007	rdep#4007	4	1	1	2			2nd and Harrison	Tulare County Superior Court	
2	4010	rdep#4010	4		1				2nd and Olive	Bank of the Sierra - CVS Pharmacy	
3	4012	rdep#4012	4		1				B St. and Walnut		
4	4015	rdep#4015	4		1				Orange and B St.		
5	4020	rdep#4020	4		1				Orange and Cornell	Santa Fe School	
6	4025	rdep#4025	4.9		1				S. Plano and Chase		
7	4045	rdep#4045	4		1				E. College and Vandalia School	Vandalia School	
8	4050	rdep#4050	4		1	1		2	E. College and Porterville College	Porterville College	
9	4055	rdep#4055	4		1				S. Main St. and Big Stump Trailer Park	Big Stump Trailer Park	
10	4060	rdep#4060	4		1				S. Main St. and Vientiane Market	Vientiane Oriental Market	
				1	10	3	0	2			

TOTALS	
Stops	10
TURN-OUTS	1
PV-Stop	10
Barrell Roof Shelter	3
Solar Kit	0
Peak Roof Shelter w Solar	2

Route 5

# of Stops	Flag Stop_id	RouteStopId ID	Shelters	Turn-Out	PV Stop	Barrel RoofShelter	Solar Kit	Peak Roof Shelter w/ Solar	Stop_name	Stop_desc	Notes
1	5010	ridept5010	5		1			X	Morton Ave. and El Grando	Belleview School	
2	5015	ridept5015	5		1				Morton and Carmelita		
3	5020	ridept5020	5		1	1			Morton and Social Security Office	Social Security Office	
4	5025	ridept5025	5		1	1	1		Morton and Douglas		
5	5030	ridept5030	5	1	1			1	Morton and Prospect	Veterans Park	
6	5035	ridept5035	5	1	1			1	Morton and Newcomb	Veterans Park	
7	5040	ridept5040	5		1				Morton and Salisbury		
8	5045	ridept5045	5		1				Morton and Mathew	New Life Center	
9	5050	ridept5050	5		1	1	1		Morton and Westwood	Burton Elementary School	
10	5055	ridept5055	5		1				Westwood and Kanai		
11	5060	ridept5060	5		1				Henderson and Kensington		
12	5065	ridept5065	5		1				Henderson and Balmoral		
13	5070	ridept5070	5.7		1	1	1		Henderson and Veterans Park	Veterans Park and Monarche High School	
14	5075	ridept5075	5.7		1			1	Henderson and Target Shopping Center	Target Shopping Center	
15	5080	ridept5080	5.7		1			1	Henderson and Government Plaza	Government Plaza	
16	5085	ridept5085	5.7		1			1	Henderson and Galaxy 9 Theaters	Galaxy 9 Theaters	
17	5088	ridept5088	5		1				Henderson and Indiana		
18	5090	ridept5090	5		1				Henderson and G St.	Hoaps Pre School	
19	5095	ridept5095	5.8		1				Main St. and Donner	Porterville Ford	
20	5100	ridept5100	5.8		1	1	1		Main St. and Belleview		
				2	20	5	4	5			

TOTALS	
Stops	20
TURN-OUTS	2
PV-Stop	20
Barrel Roof Shelter	5
Solar Kit	4
Peak Roof Shelter w Solar	5

# of Stops	Flag Stop_id	RouteShout ID	Blade(s)	Turn-Out	PV-Stop	Barrell Roof/Shelter	Solar Kit	Peak Roof Shelter w/ Solar	Stop_name	Stop_desc	Notes
1	6010	ridept6010	6		1				Putnam and G St.		
2	6015	ridept6015	6	1	1			1	Jaye St. and Sierra View Hospital	Sierra View Hospital	
3	6020	ridept6020	6		1				Jaye St. and Orange	Porterville High School	
4	6025	ridept6025	6		1				Jaye St. and Springville	Villa Robles Apartments	
5	6026	ridept6026	6		1				Springville and Chess Terrace		
6	6027	ridept6027	6		1				Indiana and Springville		
7	6028	ridept6028	6	1	1	1			Vandalia and Lowes Shopping Center	Lowes Shopping Center	
8	6030	ridept6030	6		1				W. Poplar and Family Health Care	Family Health Care Network	
9	6035	ridept6035	6		1				Prospect and Southside Assembly Church	Southside Assembly Church	
10	6037	ridept6037	6		1				Jaye St. and Poplar	Holiday Inn Express	
11	6038	ridept6038	6		1				H St. and Montgomery	Best Western Hotel	
12	6040	ridept6040	6	1	1	1			Jaye St. and Home Depot	Home Depot	
13	6045	ridept6045	6		1				Jaye St. and Date		
14	6050	ridept6050	6		1				Orange and G St.		
15	6054	ridept6054	6		1				E St. and Date	River's Edge Apartments	
16	6055	ridept6055	6		1				F St. and Olive Ave.	Porterville Sheltered Workshop	
				3	16	2	0	1			

TOTALS	
Stops	16
TURN-OUTS	3
PV-Stop	16
Barrell Roof Shelter	2
Solar Kit	0
Peak Roof Shelter w Solar	1

Shelter location	city	Route
Wausau Bldg (Government Plaza)	Visalia	40
Hwy 63 North of Riggens	Visalia	10
Rd 112 Ave 368 (Juvenile Justice)	Visalia	10
Rd 112 Ave 360 (DRC Parking lot)	Visalia	10
Houston and west of Lovers Lane	Visalia	10
Houston and Ben Maddox (Texaco)	Visalia	30
Pratt north of Addie	Tulare City	20
W. Wade and Pratt (Eastbound)	Tulare City	20
E. Beacon and S. Casa (Eastbound)	Tulare City	20
Ave 200 east of RR tracks	Tulare City	20
Burnett Rd & Tipton Overpass	Tipton	20
Spencer Ave east of Thompson Rd	Tipton	20
Burnett Rd north of Klindera	Tipton	20
Court St. and Main St	Pixley	20
Park St north of Firestation	Pixley	20
North Park Dr by Park Village	Pixley	20
Pixley Medical Ctr Davis St	Pixley	20
Main St Inside mini park (Benches)	Pixly	20
Bishop Dr and Ave 76	Teviston	20
Ave 76 Rd 130	Teviston	20
Ave 80 Rd 130	Teviston	20
Church St north of Armstrong	Earlimart	20
Church St north of Washington	Earlimart	20
Church St south of Sutter	Earlimart	20
Sierra in front of Auto Zone	Earlimart	20
Richgrove Food Center	Richgrove	20
Rd 236 and Ave 94	Terra Bella	80
Ave 92 and Rd 239 (Carl Smith Middle Sch)	Terra Bella	80
1960 W. Scranton (South County Detention Center	Porterville	90
Rd 168 and Ave 167 (Altura Health Center	Woodville	90
Rd 196 south of Ave 196	Plainview	90
Rd 196 and Ave 195	Plainview	90
Orange Belt north of Ave 198	Strathmore	40
Orange Belt north of Bishop	Strathmore	40
Orange Belt and Lawson (Post Office)	Strathmore	40
Orange Belt and Lawson (southbound)	Strathmore	40
Lindmore and S. Mirage	Lindsay	40
Rd 156 and Ave 384	Seville	10
W. Naranjor Blvd (Ave 334) Dollar Store	Woodlake	30

Cypress and Naranjo	Woodlake	30
Rd 159 south of Ave 330	Ivanhoe	30
Rd 128 Ave 408	Cutler	10
Rd 128 north of Albert (Midway Market)	Cutler	10
Rd 128 north of Ira St	Cutler	10
Rd 128 and Ave 408 (Ledbetter Park)	Cutler	10
Rd 128 north of Ave 413	Orosi	10
Ave 416 west of Rd 128	Orosi	10
Ave 416 Orosi School Dist Office	Orosi	10
Rd 128 north of Ave 413	Orosi	10
Ave 416 and Claude St (eastbound)	Orosi	10
Ave 416 and Rd 124	Orosi	10
Ave 416 east of Sultana Rd	Sultana	10
Ave 416 west of Perkins Rd	Sultana	10

AirosTech
P.O. Box 1634
Tulare, CA. 93275
(559) 802-0128

Nov - 2021 Sorry for LATE TURN IN IN HOSPITAL

CITY OF TULARE SERVICE SHEET

Date: 11/30-21

Location	Trash Removal Cobweb Removal Shelter Wash & Rinse Bench & Sidewall Dry	Service Notes
Bardsley & Irwin	X	No Lights - Graffiti
Laspina & Cypress	X	No Lights - Graffiti - No Window - No panel-Napkin
Bardsley & Laspina	X	No Lights
Bardsley & Blackstone (Dollar Store)	X	No Lights - Graffiti - No Window
MLK & Blackstone (Corner of Cemetery)	X	No Light - Graffiti - No Window
MLK & Blackstone (Near Apartment Complex)	X	No Light - Graffiti - Damage roof - No Window
Prosperity at CVS	X	No Lights - Graffiti
Prosperity at Chili's	X	No Lights - Graffiti - Damage side - Paper
Hillman at Walmart	X	No Lights - Graffiti -
Preferred Outlets	X	No Lights - Graffiti - No panel - Homeless Will if Return
Hillman at Kmart	X	No Lights - Graffiti - No Window
Cherry (Vallartas)	X	No Lights - Graffiti
Cherry & Merrit (Tulare RMC)	X	No - STATION 4 E.T
M & Merrit (Twin Oaks)	X	No - Lights
"M" Street & Kern (City Hall)	X	No - Lights - Graffiti
"K Street & Goodin (Corp. Yard)	X	No Lights

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"K" Street & Bardsley (Hillman Clinic)	X	No Lights - Graffiti - Damage Panel -
"F" Street & King (Senior Ctr.)	X	No Lights - Graffiti -
E St. & Maple (Pre-school)	X	No Lights - Graffiti
900 Pleasant	X	No Lights - Graffiti - No sick panel - No Window - Damage
West & Tulare (Palace Market)	X	No Lights - Graffiti - No Window
West & Cross (Community health clinic)	X	No Lights - Graffiti - No Window - No panel
Mooney at Target	X	No Lights - Graffiti
Prosperity & Demaree Starbucks	X	No Lights Graffiti
Bardsley & E St	X	No Lights - Graffiti
Tulare & Mooney Coulter	X	No Lights - Graffiti

Tulare County Transit Operations and Maintenance Facility

Parts / Equipment List

Sch. No.	Item Description	Part No.	Serial No.
26	Used oil Extractor Pump - Alemite	8325	2416978
22	Ram Pump - ATF	9918-A	X082962518
18	Ram Pump - Engine Oil	9918-A	X071152900
14	Pump - Coolant	8322	2485831
7	Qunicy Compressor	P2103DS12VCB20	UTY707996
8	Quincy Air Dryer/ Purifier	TBD	TBD
31	Machine Press	850ASD	HMP0181002840016
4	Wheel Balancer	850645002	1903400204
1	Tire Racks - Small Tires (4) Each	N/A	N/A
2	Tire Racks - Large Tires (2) Each	N/A	N/A
10	Air Hose Reel (5) Each w/ dispenser	N/A	N/A
27	Power Hose Reel (6) Each	N/A	N/A
5	Tire Inflation Cage (1) Each	N/A	N/A
12	Water Hose Reel (3) Each w/ dispenser	N/A	N/A
16	Coolant Hose Reel (3) Each w/ dispenser	N/A	N/A
20	Engine Oil Hose Reel (3) Each w/ dispenser	N/A	N/A
24	ATF Hose Reel (3) Each w/ dispenser	N/A	N/A
44	Jib Crane 3-Ton (1) Each	N/A	N/A
49	Adjustable Height Workbench (6) Each	N/A	N/A

Equipment						
Qty	Discription	Part Number	Cost	Ext Cost	Vendor	RECEIVED
1	Walk Behind Scrubber w/ traction Dr. 138 amp battery		$ 6,500.00	$ 6,500.00	California Sweepers	X
1	Tax		$ 536.25	$ 536.25	California Sweepers	X
	Total			$ 7,036.25		
1	Lock out tag out kit	437R73	$ 96.45	$ 96.45	Grainger	X
1	A/C recovery/recycle machine	407K04	$ 4,273.50	$ 4,273.50	Grainger	X
1	1 Inch Impact	460p03	$ 897.63	$ 897.63	Grainger	X
1	Roll around pneumatic grease gun	2dcm8	$ 1,854.30	$ 1,854.30	Grainger	X
1	1 in Torque Wrench Digital	39WE11	$ 1,224.98	$ 1,224.98	Grainger	X
1	3/4" drive Torque Wrench, 600 ft. lbs	39WE12	$ 856.03	$ 856.05	Grainger	X
1	3/4 Impact gun	45NW54	$ 530.40	$ 530.40	grainger	X
2	Fire proof cabinet	45AE88	$ 1,089.07	$ 2,178.14	Grainger	X
1	1/2 Drive Digital Torque Wrench	53JT51	$ 586.28	$ 586.28	Grainger	X
1	Warehouse Ladder	3UU77	$ 726.99	$ 726.99	Grainger	X
	Tax		$ 1,652.65	$ 1,652.65	Grainger	X
1	Grainger Shipping		$ 601.83	$ 601.83	Grainger	X
1	3/4 IN Socket Set	46J309	$ 257.73	$ 257.73	Grainger	X
1	A/C leak halogen leak detector	52WH43	$ 169.70	$ 169.70	Grainger	X
1	Radiator Pressure Tester Set	1DXL5	$ 322.00	$ 322.00	Grainger	X
1	Ball joint installation kit	2TVN4	$ 182.44	$ 182.44	Grainger	X
1	Bearing Race and Seal Driver Kit	58JD59	$ 141.27	$ 141.27	Grainger	X
1	Drum Dolly	34d549	$ 553.13	$ 553.13	Grainger	X
8	Drip Pans	53KJ31	$ 13.08	$ 39.24	Grainger	X
2	Storage Cabinet 36x24x72	411K98	$ 326.33	$ 652.66	Grainger	X
4	Oil Spill Dolly	3PA33	$ 206.41	$ 825.64	Grainger	X
1	Budget Basin Battery Storage	5PW01	$ 81.01	$ 81.01	Grainger	X
2	Fuel Tank Spill Kit 55 gallon Drum	5KA-55	$ 482.71	$ 965.42	Grainger	X
1	First aid kit for 50 person	4Djh19	$ 138.84	$ 138.84	Grainger	X
2	Safety Chains 100 ft	4T690	$ 208.00	$ 416.00	Grainger	X
6	Safety Signs (Safety glass)	1M460	$ 2.24	$ 13.44	Grainger	X
6	Safety Signs Authorized Personal Only	1M492	$ 2.24	$ 13.44	Grainger	X
12	Safety Glasses	4T513	$ 6.29	$ 75.48	Grainger	X
1	MSDS Books	45KY38	$ 181.53	$ 181.53	Grainger	X
1	Drum Lifter	21VG36	$ 173.32	$ 173.32	Grainger	X
1	Glasses, Safety Cleaning Station	2LBC6	$ 11.98	$ 11.98	Grainger	X
1	Sign, Eye Wash	48DW29	$ 17.68	$ 17.68	Grainger	X
1	Sign, First Aid	5TB45	$ 2.69	$ 2.69	Grainger	X
6	Sign, No Smoking	474C98	$ 11.21	$ 67.26	Grainger	X
3	Water Nozzle	15X967	$ 5.29	$ 15.87	Grainger	X
1	Battery Tester	444n24	$ 63.94	$ 63.94	Grainger	X
5	office trash can	5M742	$ 42.25	$ 211.25	Grainger	X
6	55Gal Trash cans	5DMU6	$ 79.38	$ 476.28	Grainger	X
3	Fire Extinguisher	4T889	$ 84.41	$ 253.23	Grainger	X
3	Fire Extinguisher Signs	470A61	$ 4.24	$ 12.72	Grainger	X
5	Fire alarm Signs	465N92	$ 2.90	$ 14.50	Grainger	X
1	Equipment Starts Automatically Sign	478T68	$ 4.99	$ 4.99	Grainger	X
2	Push Broom	498x10	$ 20.07	$ 40.14	Grainger	X
1	4Ft Ladder	41d251	$ 95.42	$ 95.42	Grainger	X
1	6Ft Ladder	3w141	$ 114.88	$ 114.88	Grainger	X
3	Safety Glass Container	2924J8	$ 38.18	$ 114.54	Grainger	X
2	30 inch Fans	2MA12	$ 283.20	$ 566.40	Grainger	X
1	1 Drum Containment pallet	4LNR24	$ 282.48	$ 282.48	Grainger	X
2	2 Drum Containment Pallet	4LNU8	$ 276.79	$ 553.58	Grainger	X
	Total			$ 23,601.90		
1	6 ton hydraulic floor jack	FSJ-120	$ 2,998.00	$ 2,998.00	Gray	X
1	Big Bus Filter Crusher	QP-160	$ 2,372.00	$ 2,372.00	Gray	X
1	Coolant Handler	AH-15	$ 1,449.00	$ 1,449.00	Gray	X
4	Jack Stands (pair) 10T 20-32 inches	10TF	$ 698.00	$ 2,792.00	Gray	X
4	Jack Stands (pair) 12-20 inches	7THF	$ 346.00	$ 1,384.00	Gray	X
	Stal surcharge		$ 549.00	$ 549.00	Gray	X
	Gate		$ 125.00	$ 125.00	Gray	X
	tax		$ 852.12	$ 852.12	Gray	X
	Total			$ 12,521.12		
1	Heavy Duty Tire Machine	CDH-833D	$ 17,861.49	$ 17,861.49	Hennessey	X
	Total			$ 17,861.49		
1	Set of 4 Koni Column Lift 72,000lb Adj Forks	ST1085-2FSA	$ 31,670.10	$ 31,670.10	Koni	X
4	Support Stand	JS-H4	$ 1,128.49	$ 4,513.96	Koni	X
1	Shipping		$ 3,200.00	$ 3,200.00	Koni	X
1	Tax		$ 3,392.12	$ 3,392.12		X
1	Heavy Duty Trans Jack	SKTJ-401	$ 7,585.21	$ 7,585.21	Koni	X
	Total			$ 50,361.39		
1	Nut and bolt startup		$ 6,313.42	$ 6,313.42	MSC	X
	Total			$ 6,313.42		
1	Hobart Mig Welding Cart	1646932	$ 92.00	$ 92.00	Northern	X
1	Hobart Mig Welder	15165	$ 506.00	$ 506.00	Northern	X
1	Wheel lift	99256	$ 1,183.00	$ 1,183.00	Northern	X
2	16 Gallon Oil Caddy	144720	$156	$ 312.00	Northern	X
2	8 Gallon Oil Caddy	144710	$ 84.00	$ 168.00	Northern	X
2	Battery Charger	101897	$ 156.00	$ 312.00	Northern	X

2	25' Air Hose 3/8	406710	$ 22.00	$ 44.00	Northern	X
4	50' Air hoses 3/8	406719	$ 27.00	$ 108.00	Northern	X
2	50' Air hoses 1/2	153083	$ 47.00	$ 94.00	Northern	X
1	10 ton Porta Power	15616	$ 428.49	$ 428.49	Northern	X
1	Oxy Acetylene cart	58702	$108.00	$ 108.00	Northern	X
1	Set of gas welding hoses & gauges	92983	$205.00	$ 205.00	Northern	X
2	Battery booster jumper pack,	167761	$303.00	$ 606.00	Northern	X
2	Drop Lights LED	29544	$20.00	$ 40.00	Northern	X
1	6" bench vise with 5 3/4" opening	34915	$174.00	$ 174.00	Northern	X
1	Shop Crane, engine hoist 2 ton	46219	$240.00	$ 240.00	Northern	X
1	Shop vacuum 10 gallon 4 hp	102238	$132.99	$ 132.99	Northern	X
3	50 foot extension cords	162474	$43.00	$ 129.00	Northern	X
1	Handtruck Duel Mode	68314	$107.00	$ 107.00	Northern	X
10	Storage shelves 60x24x70	54539	$ 89.00	$ 890.00	Northern	X
2	Floor Jack	56647	$203.00	$ 406.00	Northern	X
1	Pallet Jack	55630	$284.00	$ 284.00	Northern	X
6	Wheel Chocks	29068	$5.90	$ 35.40	Northern	X
2	Floor squeege, 24" curved edges	132378	$ 17.00	$ 34.00	Northern	X
1	Honda Weedeater	170709	$ 389.00	$ 389.00	Northern	X
1	Troybilt Leaf blower	98375	$ 156.00	$ 156.00	Northern	X
1	Backpack weed Sprayer	46402	$ 69.99	$ 69.99	Northern	X
	taxes		$ 867.30	$ 867.30	Northern	X
	Shipping		$ 562.78	$ 562.78	Northern	X
3	55gal Rotary hand pumps	40485	$ 23.00	$ 69.00	Northern	X
	Total			$ 8,756.96		
1	Fork lift Used	Quinn Serial# AT35A01899	$ 17,500.00	$ 17,500.00	Quinn	X
1	Dock Plate		$ 1,176.00	$ 1,176.00	Quinn	X
1	Certification Training		$ 650.00	$ 650.00	Quinn	X
1	Taxes		$ 1,519.72	$ 1,519.72	Quinn	X
1	Spare propane tank		$ 283.31	$ 283.31	Quinn	X
	Total			$ 21,129.03		
	Shipping		$ 20.61	$ 20.61		X
	Taxes		$ 136.24	$ 136.24		X
1	Ethos Edge Scanner	Kit Price	$ 1,946.25	$ 1,946.25	Snap-On	X
	Total			$ 2,103.10		
1	Outside signage		$ 1,361.67	$ 1,361.67	2 Market Visuals	X
	Taxes		$ 115.73	$ 115.73		X
	Total			1477.9		
	Total All Vendors		Total	$ 151,161.35		
	5% Admin Fee		Fee	$ 7,558.07		
	Total Including Admin Fee		Total	$ 158,719.42		

Location of Service	Maintenance Location	Service Mode	Vehicle ID	Manufacture Year	Make	Model	Type	Length (ft.)	Fuel Type	Bus Status	Odometer Reading (miles)
Dinuba	North Yard (Dinuba)	Route	15	2019	Ford	Entourage	Cutaway	32	CNG	Active	33,664
Dinuba	North Yard (Dinuba)	Route	14	2019	Ford	AeroTech	Cutaway	25	CNG	Active	36,086
Dinuba	North Yard (Dinuba)	Route	12	2016	Ford	AeroTech	Cutaway	25	CNG	Active	148,485
Dinuba	North Yard (Dinuba)	Route	10	2014	Ford	AeroTech	Cutaway	25	Gasoline	Active	119,440
Dinuba	North Yard (Dinuba)	ADA Paratransit	9	2012	Ford	AeroElite	Cutaway	33	CNG	Active	276,690
Dinuba	North Yard (Dinuba)	ADA Paratransit	8	2016	Ford	AeroTech	Cutaway	25	CNG	Active	262,175
Dinuba	North Yard (Dinuba)	ADA Paratransit	7	2011	Ford	AeroTech	Cutaway	25	CNG	Active	243,824
Dinuba	North Yard (Dinuba)	ADA Paratransit	5	2017	Ford	AeroTech	Cutaway	25	CNG	Active	69,854
Dinuba	South Yard (Porterville)	On-Demand	8167	2008	Chevrolet	Uplander	Minivan	10	Gasoline	Active	125,918
Dinuba	South Yard (Porterville)	On-Demand	8171	2007	Chevrolet	Uplander	Minivan	10	Gasoline	Emergency/Contingency	131,448
Dinuba	South Yard (Porterville)	On-Demand	8173	2007	Chevrolet	Uplander	Minivan	10	Gasoline	Emergency/Contingency	156,142
Dinuba	South Yard (Porterville)	On-Demand	8183	2008	Chevrolet	American	Minivan	10	Gasoline	Emergency/Contingency	138,805
Dinuba	South Yard (Porterville)	On-Demand	8385	2019	Braun	Entervan	Minivan	10	Gasoline	Active	7,981

Note
Highlighted Vehicles will be serviced by the South Yard (Portersville)

PARK OUTS
1 County Vehicle will be "Parked Out" from the North Yard for Route 10

Pull Out Requirement		
Commuter Route	Route 10	6:15 am from Dinuba Transit Center
Local Route	RC - Reedley Connection	7:00 am from Dinuba Transit Center
ADA Paratransit	1-2 Vehicles Daily	Service starts at 7:00 am
On-Demand	3-5 Vehicles Daily	4:00 am to 10:00 pm

Deadhead Route Only	Miles from Yard to Transit Center
	1.2 miles

Location of Service	Maintenance Location	Service Mode	Vehicle ID	Manufacture Year	Make	Model	Type	Length (ft.)	Fuel Type	Bus Status	Odometer Reading (miles)
Farmersville/Exeter	South Yard (Porterville)	Local/Circulator	0168	2007	El Dorado	E2 Axess (< Mile)	Bus	32	CNG	Active	467,167
Farmersville/Exeter	South Yard (Porterville)	Local/Circulator	0169	2007	El Dorado	E2 Axess (< Mile)	Bus	32	CNG	Active	461,570
Farmersville/Exeter	South Yard (Porterville)	Local/Circulator	0170	2007	El Dorado	E2 Axess (< Mile)	Bus	32	CNG	Active	460,180
Farmersville/Exeter	South Yard (Porterville)	Local/Circulator	0171	2007	El Dorado	E2 Axess (< Mile)	Bus	32	CNG	Active	469,510
Farmersville/Exeter	South Yard (Porterville)	On-Demand	0109	2019	Braun	Entervan	Minivan	11	Gasoline	Active	20,859
Farmersville/Exeter	South Yard (Porterville)	On-Demand	0109	2019	Braun	Entervan	Minivan	11	Gasoline	Active	21,277
Farmersville/Exeter	South Yard (Porterville)	On-Demand	0110	2019	Braun	Entervan	Minivan	10	Gasoline	Active	18,979
Farmersville/Exeter	South Yard (Porterville)	On-Demand	0111	2019	Braun	Entervan	Minivan	10	Gasoline	Active	24,328
Farmersville/Exeter	South Yard (Porterville)	ADA Paratransit	0107	2013	Champion	E2 Street	Cutaway	27	CNG	Active	98,892
Farmersville/Exeter	South Yard (Porterville)	ADA Paratransit	0108	2013	Champion	E2 Street	Cutaway	25	CNG	Active	93,651
Farmersville/Exeter	South Yard (Porterville)	ADA Paratransit	0109	2013	Champion	E2 Street	Cutaway	27	CNG	Active	79,525
Farmersville/Exeter	South Yard (Porterville)	ADA Paratransit	0106	2009	Starcraft	Allstar Type I	Cutaway	23	Diesel	Active	140,565
County	Central Yard (County)	Commuter	7130	2011	Chevrolet	4500	Cutaway	27	CNG	Active	345,987
County	Central Yard (County)	Commuter	7131	2011	Ford	E450	Cutaway	23	CNG	Active	302,704
County	Central Yard (County)	Commuter	7132	2011	Chevrolet	4500	Cutaway	27	CNG	Active	417,295
County	Central Yard (County)	Commuter	7133	2012	Ford	F-550	Cutaway	22	CNG	Active	309,741
County	Central Yard (County)	Commuter	7134	2012	Ford	F-550	Cutaway	22	CNG	Active	326,791
County	Central Yard (County)	Commuter	7135	2012	Ford	F-550	Cutaway	22	CNG	Active	406,227
County	Central Yard (County)	Commuter	7136	2012	Ford	F-550	Cutaway	22	CNG	Active	318,277
County	Central Yard (County)	Commuter	7137	2012	Ford	E450	Cutaway	22	CNG	Active	334,319
County	Central Yard (County)	Commuter	7138	2014	Ford	F-550	Cutaway	22	CNG	Active	169,973
County	Central Yard (County)	Commuter	7139	2014	Ford	F-550	Cutaway	22	CNG	Active	204,774
County	Central Yard (County)	Commuter	7140	2014	Ford	F-550	Cutaway	22	CNG	Active	169,008
County	Central Yard (County)	Commuter	7141	2021	El Dorado	Axess	Bus	32	CNG	Active	864
County	Central Yard (County)	Commuter	7142	2021	El Dorado	Axess	Bus	32	CNG	Active	821
County	Central Yard (County)	Commuter	7143	2021	El Dorado	Axess	Bus	32	CNG	Active	878
County	Central Yard (County)	Local/Circulator	7107	2011	Ford	F-550	Cutaway	22	Gasoline	Active	221,228
County	Central Yard (County)	Local/Circulator	7108	2011	Ford	F-550	Cutaway	22	Gasoline	Active	232,567
County	Central Yard (County)	Local/Circulator	7109	2009	Chevrolet	C5500	Cutaway	22	Gasoline	Active	344,949
County	Central Yard (County)	Local/Circulator	7116	2009	GMC	Applebee 190	Cutaway	22	CNG	Active	798,277
County	Central Yard (County)	Local/Circulator	7117	2009	GMC	C5500	Cutaway	22	CNG	Active	814,680
County	Central Yard (County)	Local/Circulator	7118	2009	GMC	C7500	Cutaway	32	CNG	Active	750,165
County	Central Yard (County)	Local/Circulator	7120	2009	GMC	C7500	Cutaway	32	CNG	Active	777,360
County	Central Yard (County)	Local/Circulator	7122	2009	GMC	GMC	Cutaway	32	CNG	Active	819,947
County	Central Yard (County)	Local/Circulator	7123	2009	GMC	C7500	Cutaway	32	CNG	Active	726,237
County	Central Yard (County)	Local/Circulator	7124	2009	GMC	C7500	Cutaway	32	CNG	Active	791,211
County	Central Yard (County)	Local/Circulator	7125	2008	GMC	GMC	Cutaway	27	Gasoline	Active	510,888
County	Central Yard (County)	Local/Circulator	7126	2008	GMC	C7500	Cutaway	27	Gasoline	Active	398,499
County	Central Yard (County)	Local/Circulator	7127	2011	Chevrolet	4500	Cutaway	27	CNG	Active	423,962
County	Central Yard (County)	Local/Circulator	7128	2011	Ford	E450	Cutaway	23	CNG	Active	300,594
Tulare	Central Yard (County)	ADA Paratransit	0099	2017	Dodge	Caravan	Minivan	10	Gasoline	Active	65,706
Tulare	Central Yard (County)	ADA Paratransit	0060	2017	Dodge	Dodge	Minivan	10	Gasoline	Active	63,652
Tulare	Central Yard (County)	Local/Circulator	0068	2018	Gillig	Low Floor	Bus	32	CNG	Active	134,616
Tulare	Central Yard (County)	Local/Circulator	0067	2018	Gillig	Low Floor	Bus	32	CNG	Active	118,532
Tulare	Central Yard (County)	Local/Circulator	0066	2014	Ford	Allstar	Cutaway	25	CNG	Active	145,178
Tulare	Central Yard (County)	Local/Circulator	0069	2008	Ford	Allstar	Cutaway	25	CNG	Active	162,866
Tulare	Central Yard (County)	Local/Circulator	0064	2017	Ford	E450	Cutaway	23	Gasoline	Active	135,777
Tulare	Central Yard (County)	Local/Circulator	0065	2017	Ford	E450	Cutaway	23	Gasoline	Active	164,132
Tulare	Central Yard (County)	Local/Circulator	0062	2009	Ford	E450	Cutaway	25	Gasoline	Active	175,880
Tulare	Central Yard (County)	Local/Circulator	0061	2019	Gillig	Low Floor	Bus	32	CNG	Active	421,568
Tulare	Central Yard (County)	Local/Circulator	0060	2019	Gillig	Low Floor	Bus	32	CNG	Active	441,186
Tulare	Central Yard (County)	Local/Circulator	0059	2019	Gillig	Low Floor	Bus	32	CNG	Active	401,648
Tulare	Central Yard (County)	Local/Circulator	0058	2019	Gillig	Low Floor	Bus	32	CNG	Active	419,000
Tulare	Central Yard (County)	Local/Circulator	0057	2009	Blue Bird	Low Floor	Bus	32	CNG	Active	527,660
Tulare	Central Yard (County)	Local/Circulator	0010	2007	Ford	E450	Cutaway	27	Gasoline	Active	709,948

Note
Highlighted Vehicles will be serviced by the South Yard (Porterville)

Pull Out Requirement		
Commuter Routes	Route 10-Visalia	6:15 am from Visalia Transit Center
	Route 30-Visalia (1)	7:15 am from Visalia Transit Center
	Route 30-Woodlake (1)	7:05 am Woodlake Transit Station
	Route 40 - Visalia	5:25 am from Visalia Transit Center
	114	6:30 am from Tulare Transit Center
Tulare City Local Route	Route 1 (1 Vehicle)	7:00 am from Transit Center
	Route 2 (1 Vehicle)	7:00 am from Transit Center
	Route 3 (1 Vehicle)	7:00 am from Transit Center
	Route 4 (1 Vehicle)	7:00 am from Transit Center
	Route 5 (1 Vehicle)	7:00 am from Transit Center
	Route 6 (1 Vehicle)	7:00 am from Transit Center
Farmersville Local Route	F1 (1 Vehicle)	7:00 am from Boys Park
Exeter Local Route	E1 (1 Vehicle)	7:00 am from Transit Center

Tulare City ADA Paratransit	1-2 Vehicles Daily	7:00 am to 7 pm	
Farmersville/Exeter ADA Paratransit	1-2 Vehicles Daily	7:00 am to 7 pm	*Vehicles are Sales, Start Date will be TBD at time of Contract

Tulare City On-Demand*	2-3 Vehicles Daily	6:00 am to 10:00 pm	*Vehicles are on order, Start Date will be TBD at time of Contract
Farmersville/Exeter On-Demand*	1-2 Vehicles Daily	6:00 am to 10:00 pm	*Vehicles are rental, Start Date will be TBD at time of Contract

Timelines	Miles from Central Yard to Visalia Transit Center	Miles from Central Yard to Tulare Transit Center	Miles from Central Yard to Woodlake Transit Center
Route Only	8.5 miles	7.5 miles	19.5 miles

Location of Service	Maintenance Location	Service Mode	Vehicle ID	Manufacture Year	Make	Model	Type	Length (ft.)	Fuel Type	Bus Status	Odometer Reading (miles)
Woodlake	South Yard (Porterville)	ADA Paratransit	61	2006	Ford	STARTRANS	Cutaway	25	Gasoline	Active	11,450
Woodlake	South Yard (Porterville)	ADA Paratransit	62	2002	Ford	STARTRANS	Cutaway	25	Gasoline	Active	119,426
Woodlake	South Yard (Porterville)	ADA Paratransit	63	2011	Ford	STARTRANS	Cutaway	25	Gasoline	Active	114,908
Woodlake	South Yard (Porterville)	On-Demand	8184	2019	Braun	Entervan	Minivan	10	Gasoline	Active	2,566
Woodlake	South Yard (Porterville)	On-Demand	8185	2019	Braun	Entervan	Minivan	10	Gasoline	Active	3,925
Lindsay	South Yard (Porterville)	On-Demand	8186	2019	Braun	Entervan	Minivan	10	Gasoline	Active	1,807
Lindsay	South Yard (Porterville)	On-Demand	8187	2019	Braun	Entervan	Minivan	10	Gasoline	Active	22,626
Porterville	South Yard (Porterville)	Local/Circulator	8175	2010	El Dorado	E-Z Rider II Max	Bus	32	CNG	Active	502,677
Porterville	South Yard (Porterville)	Local/Circulator	8176	2010	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	516,042
Porterville	South Yard (Porterville)	Local/Circulator	8177	2010	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	486,714
Porterville	South Yard (Porterville)	Local/Circulator	8178	2010	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	529,257
Porterville	South Yard (Porterville)	Local/Circulator	8179	2010	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	489,346
Porterville	South Yard (Porterville)	Local/Circulator	8190	2013	El Dorado	E-Z Rider II	Bus	32	CNG	Active	405,986
Porterville	South Yard (Porterville)	Local/Circulator	8191	2013	El Dorado	E-Z Rider II	Bus	32	CNG	Active	429,842
Porterville	South Yard (Porterville)	Local/Circulator	8192	2015	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	360,648
Porterville	South Yard (Porterville)	Local/Circulator	8193	2015	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	350,997
Porterville	South Yard (Porterville)	Local/Circulator	8290	2018	GreenPower	EV350	Bus	40	Electricity	Active	25,850
Porterville	South Yard (Porterville)	Local/Circulator	8291	2018	GreenPower	EV350	Bus	40	Electricity	Active	14,209
Porterville	South Yard (Porterville)	Local/Circulator	8292	2018	GreenPower	EV350	Bus	40	Electricity	Active	15,831
Porterville	South Yard (Porterville)	Local/Circulator	8293	2018	GreenPower	EV350	Bus	40	Electricity	Active	16,814
Porterville	South Yard (Porterville)	Local/Circulator	8294	2018	GreenPower	EV350	Bus	40	Electricity	Active	8,241
Porterville	South Yard (Porterville)	Local/Circulator	8295	2018	GreenPower	EV350	Bus	40	Electricity	Active	15,172
Porterville	South Yard (Porterville)	Local/Circulator	8296	2018	GreenPower	EV350	Bus	40	Electricity	Active	7,198
Porterville	South Yard (Porterville)	Local/Circulator	8297	2018	GreenPower	EV350	Bus	40	Electricity	Active	5,222
Porterville	South Yard (Porterville)	Local/Circulator	8298	2018	GreenPower	EV350	Bus	40	Electricity	Active	7,211
Porterville	South Yard (Porterville)	Local/Circulator	8299	2018	GreenPower	EV350	Bus	40	Electricity	Active	5,848
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8112	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	4,907
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8113	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	7,313
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8114	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	6,357
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8115	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	2,427
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8116	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	3,568
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8117	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	4,480
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8118	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	5,877
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8119	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	5,917
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8120	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	1,859
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8121	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	5,595
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8122	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	5,947
Porterville	South Yard (Porterville)	On-Demand ADA Paratransit	8123	2020	Ford	Transit	Shuttle Van	25	Electricity	Active	2,818

PARK OUT!	PARK OUT!	PARK OUT!
2 Central Yard Vehicles (County Fleet) will be "Parked Out" from the South Yard for Route 40, 70, 80, 90	1 Central Yard Vehicle (County Fleet) will be "Parked Out" from South Yard for Lindsay Paratransit	1 South Yard Vehicle (Woodlake Fleet) will be "Parked Out" at Woodlake Corporation Yard

Pull Out Requirement		
Commuter Routes	**Route 80**	5:25 am from Porterville Transit Center
Circulator	**Route 70, 80, 90**	6:20 am from Ave 196 & Rd 196 Plainview
Porterville Local Routes	**Route 1**	7:00 am from Porterville Transit Center
	Route 2	7:00 am from Porterville Transit Center
	Route 3	7:00 am from Porterville Transit Center
	Route 4	7:00 am from Porterville Transit Center
	Route 5	7:00 am from Porterville Transit Center
	Route 6	7:00 am from Porterville Transit Center
Lindsay ADA Paratransit	1-2 Vehicles Daily	7:00 am to 7 pm
Lindsay On-Demand	1-2 Vehicles Daily	9:00 am to 10:00 pm
Woodlake ADA Paratransit	1-2 Vehicles Daily	7:00 am to 7 pm
Woodlake On-Demand	1-2 Vehicles Daily	9:00 am to 10:00 pm
Porterville ADA Paratransit	1-2 Vehicle Daily	7:00 am to 7 pm
Porterville On-Demand	3-5 Vehicles Daily	9:00 am to 10:00 pm

Deadhead	Miles from Yard to Transit Center	Miles from Yard to Ave 196/Rd196 Plainview	Miles from South Yard to Central Yard	Miles from South Yard to Lindsay City Hall
Route Only	2.0 miles	7.5 miles	20.5 miles	15.0 miles

Question #	Page	Topic	Question	TORTA Answer
76	61	Technology	Hardware: Please describe the manufacturer make and model of any equipment currently in use or planned for use on the vehicles including cameras, safety/security systems, routers, signs, passenger counters, tablets and fare boxes.	TORTA has provided its ITS Standard/Specification that will be used for in-bus technology moving forward.
81	65	Fleet	Please clarify the number of vehicles used in revenue service for each service by day of week, the peak service hours and number of buses in service at these times.	TORTA has provided a Revenue Vehicle Worksheet that describes the number of vehicles used in revenue service for each mode.
111	83	Transit Center Bathrooms	Please clarify whether the Contractor is responsible for public bathroom cleaning and supplies. If so, please provide the amount paid for bathroom supplies, paper product, etc. by month for the past 24 months. Please provide detail on the number of bathrooms, stalls, air drier vs paper towels, etc. so that Contractors can properly budget	Contractor is responsible for public bathroom cleaning and supplies. Historical costs are not available.
121		Forms	Please provide the required Forms in Word document format	The required forms will not be provided in Word.
167	125		Please provide ADM-0227F and ADM-0312F forms.	ADM-0227 and ADM-0312F Disadvantaged Business Enterprise (DBE) forms will be initiated after contract.
196			G. 4., at the top of page 21, asks that our technology be compatible with TORTA's. Please list the existing technology and any plans to add particular types of technology or any consideration of changing from one to another. In particular, please consider these technology related questions: Does TORTA desire integration with all current ITS on-vehicles? If yes, please provide the make and model of all devices used by these solutions. For APC, how many doors are on each vehicle? What is the type of infotainment system installed on the vehicles? Does it need a GTFS-RT feed in order to operate? What is the make and model of the internal digital destination signs? DO they have a J1708 connection? What are the make and model of the electronic fare boxes? Do you want reports from these fare boxes? What are the make and model of the cellular router/modems used for passenger WiFi? Please state the type of device, make and model of any mobile data terminals? What is the current security camera system being used and how many cameras are currently on each vehicle? Do want an integrated camera system with the CAD/AVL?	TORTA has provided its ITS Standard/Specification that will be used for in-bus technology moving forward.
207			Please describe the mechanism of determining "unclassified revenue" and reaching a percentage as mentioned in the incentives and disincentives in Section 7 on pages 82 and 83.	Farebboxes on occasion jam up during the course of operations. In order to correct this problem, the bus operator presses a 'dump key' that dumps all cash and coins into the holding box. Since all the revenue is dumped instantaneously, the system does not have a chance to classify the revenue.
208			Price pages: Can we choose between mileage and hours as a variable rate, or do you want both stated? If both, are they complementary or independent of each other	Hours for fixed route, paratransit, and on-demand service. Mileage for Central Yard maintenance.
209			Road supervisors planning is described with a couple of variations – Not dedicated –page 17 Dedicated – top of page 21 – 4 dedicated for all service hours – so need far more than 4 (reiterated during pre-proposal conference by Mr. Barragan) 20-minute response time in huge service area – page 64 (letter Y), describes need for supervisors differently with some further variance. We highly value what road supervisors create for high quality service. The weekday span of service is a 18-hour day. Staff will need to arrive prior to service, have overlap with late shift staff and that shift will need to work beyond the close of service. Weekends create an opportunity to create schedules that minimize OT while meeting the "4 in service at all times" standard. Please clarify the staffing requirements for road supervisors.	A minimum of 4 road supervisors must be on duty during the entire service span each day.
210			With your reference to considering CalTIP insurance, we want to make sure that our exposure will be covered. Please state the amount of coverage (Auto Liability limit) afforded by CalTIP. We need to determine our exposure for a catastrophic loss above CalTIP insured limits. Does the CalTIP coverage include General Liability and if so, what is the insured limit per occurrence? If General Liability is included, does it affirm coverage for Abuse & Molestation or is there a separate policy for this coverage? Since there is a SPAB requirement, we want to know that our school bus related coverage is equivalent to what CalTIP offers. What is the deductible under the CalTIP program and who is responsible for payment of the deductible? We have a broad network of operations throughout the country spanning many years. Your question 7, on page 24 requests all claims paid over $25,000. Will you consider limiting this to the last five years and claims paid in California only?	CalTIP membership is being considered and TORTA has not been quoted or approved. CalTIP does provide GL. At this time we don't have any further information on CalTIP insurance. It is TORTA's desire to become a CalTip member for Auto Liability and General Liability.
211			The RFP and pre-proposal presentation show the contractor provides three types of software: CAD, AVL and CRM. U on page 75 introduces runcutting software. This type of application is very expensive for operations. Runcutting software is expensive and not used with sufficient frequency, in our experience, to justify its use. Please clarify the need for runcutting software.	Runcutting software is not required to be provided by Contractor.
212			Please provide the current rates paid, by service area, to the existing contractors for variable and fixed costs. Also, please indicate the total amount paid, by service area, to the contractors for the last fiscal year.	Existing rates paid to existing contractors will not be provided.
213			Please provide the revenue service hour definition for each of the services listed in the RFP.	Already answered.
214			Please provide/confirm the current revenue miles and hours, current deadhead miles and hours, and current total miles and hours for these services.	Due to the recent consolidation, TORTA is not able to provide complete data for each service. Please refer to Addendum No. 1 for estimated revenue hours and miles starting July 1, 2022. Please note that the current service structure is not reflective of the service beginning on July 1, 2022.
215			Please provide the current call volume, broken down by weekday, Saturday and Sunday to include hourly levels if possible. It is important to us to propose software that is a good fit.	Unknown
216			Does the Agency have any requirements regarding support vehicles? Type, number, age limit, fuel type. How many are currently being supplied by the contractors? How many are provided by the agency?	Already answered.
217			During the transition, how many vehicles will be made available to the incoming contractor to perform training?	Already answered.
218			Please confirm whether the Contractor is responsible, if the agency chooses contractor maintenance, for engine and transmission overhauls for the vehicles.	Yes
219			Please list what facility repair responsibilities the contractor will have, if the agency chooses contractor provided maintenance.	Facility repair will be the responsibility of TORTA. Maintenance of Central Yard vehicles is the responsibility of Contractor.
220			Please provide the last 12-month history for major component replacement and repair for the Central County Yard assigned fleet.	Please see Addendum No. 3
221			Are there any remaining warranties for the Central County Yard assigned fleet or provided equipment?	Please see Addendum No. 3
222			What is the current level of productivity for each of the services? If available, please provide for weekday, Sat and Sun by service.	Due to the recent consolidation, TORTA is not able to provide this data. Please note that the current service structure is not reflective of the service beginning on July 1, 2022.
223			Please provide a listing of any liquidated damages charged or incentives earned over the past 12 months. Please clarify if the liquidated damages listed in the RFP differ from the current contract(s).	TORTA was not the operator during the full past 12 months. As of July 1, 2025 no liquidated damages or incentives have been earned.
224			Please provide a list of the positions currently provided by the contractors for this operation. Please indicate whether these positions are 100% dedicated to this contract.	Refer to Addendum No. 2
225			We intend to hire as many of the existing employees as possible and to meet the standards of 1070-1074. In order for us to ensure that they make at least as much, or more than they do now, please provide a seniority list for the current employees for this contract, and indicate position, full time or part time, length of service and current rate of pay.	Refer to Addendum No. 2
226			Are the current drivers/employees part of a labor union? If yes, please provide a copy of the current labor agreement(s) and the contact name and number for the union representative.	Refer to Addendum No. 2
227			Please provide information regarding the current benefits and co-pays for the current employees to include drivers and staff. Please include as many specifics as possible. This information will provide an avenue to meet CA 1070-1074.	Refer to Addendum No. 2

228			Please provide copies of the last twelve months of management reports from the contractors.	TCRTA will not provide this information.
229			Please provide copies of the last twelve months of invoices from the contractor.	TCRTA will not provide this information.
230			Please provide a copy of the current contract(s) for these services.	TCRTA will not provide this information.
231			Does the janitorial requirement for the transit centers include the bus/passenger staging areas or only the interior customer service facility area?	Yes both
232			Will the various schedules be built to best accommodate the meal and rest period requirements of the state of California?	Yes
233			What vehicles have what hardware? Fare counters APC, annunciators, LED screens, etc.	TCRTA has provided its ITS Standard/Specification that will be used for in-bus technology moving forward.
234			The service hours for Tulare commuter and fixed route change from the RFP/Pre-proposal handout and the addendum. Please provide a listing of what those changes are.	2022 Bus Schedules have been posted on the website
235			The service hours for the Tulare circulator changes from the RFP/Pre-proposal handout and the addendum. Please provide a listing of what those changes are.	2022 Bus Schedules have been posted on the website
236			The service hours for the Porterville circulator changes from the RFP/Pre-proposal handout and the addendum. Please provide a listing of what those changes are.	2022 Bus Schedules have been posted on the website
237			There are 43 buses listed as housed at the Central Yard. Do these buses represent the fleet the contractor would maintain if selected to handle maintenance?	Yes
238			Does our CAD system need to track the Uber driven on demand service utilization?	No
239			How many calls per day or month or how many trips per day on average. Would these calls include or exclude the Uber (On Demand) trips?	Due to the recent consolidation, TCRTA is not able to provide this data. Please note that the current service structure is not reflective of the service beginning on July 1, 2022.
240			What application are you using for headsigns that we need to coordinate with our proposed software?	TCRTA has provided its ITS Standard/Specification that will be used for in-bus technology moving forward.
241			RFP Page 15, Section 6.3.i. Transit Employee Protective Agreements (TCRTA does not have a form please use Proposer agreement): Please clarify this requirement. Contractors do not apply to the FTA for funding and are not party to any transit employee protective [13(c)] agreements. If contractors do not have an agreement to submit, would TCRTA consider amending this Required Form to "as applicable"? Please confirm our understanding that transit employee protective agreements [13(c) agreements] are signed by the transit agency in connection with an application for a grant of federal assistance by the FTA, and a requirement of funding is that the agency has entered into 13(c) agreement protecting the transit employees that may be impacted by the FTA-funded project.	Yes, "as applicable".
242			RFP Pages 2, 14, 28. Confidentiality: Page 2 states: Proposers are to clearly identify any information that is confidential and/or proprietary and submit a redacted copy of their proposal with the confidential and/or proprietary information. Page 28 states: The Proposer may submit proprietary information, trade secrets or confidential commercial and financial information, which a Proposer believes should be exempted from disclosure, in a separate volume specifically identified and marked as such as an appendix to the proposal. Please clarify how and where confidential and proprietary information is to be submitted.	The Proposer may submit proprietary information, trade secrets or confidential commercial and financial information, which a Proposer believes should be exempted from disclosure, in a separate volume specifically identified and marked as such as an appendix to the proposal.
243			General, Phone System: What is make and model of current phone system provided by TCRTA and what IVR capabilities is the phone system currently utilizing or is required to have for this RFP?	Contractor is required to provide phone system at each TCRTA facility.
244			Page 83, Phone System: Paragraph F, states that TCRTA is to provide phone, please confirm what type of phone system will be provided for contractor's use at the varying facilities and that the bidder is not to provide the phone system. If bidder is required to provide a phone system, please provide desired functionality and reporting requirements.	Contractor is required to provide phone system at each TCRTA facility. Phone reporting is only required for the Call Center. Reports should include: 1) Total # of calls, 2) Total # of missed calls, 3) Telephone hold times
245			General, Phone System: Does the TCRTA phone system have call recording, reporting capabilities, where is my ride capabilities?	Contractor is required to provide phone system at each TCRTA facility. TCRTA does not require call recording or my ride capabilities. However, these features are a desire in the future.
246			General, Phone System: Are TDD/TTY capabilities required? If yes, which party is to provide?	Contractor is required to provide phone system at each TCRTA facility. The Call Center must have TDD/TTY capabilities.
247			Vehicle Equipment: Are bidders required to make Wi-Fi available on vehicles? Are there any specific requirements for the Si-Fi system all bidders should account for in their pricing?	TCRTA will provide the cellular network on fixed route vehicles. TCRTA will manage passenger wifi.
248			Page 71, Onboard Technologies: Please provide list of all onboard technology currently on each bus, noting which party is responsible for maintenance and replacement of the onboard technology. Details sought are: which vehicle have camera systems (make, model) and fare boxes (make, model) and other technology.	TCRTA has provided its ITS Standard/Specification that will be used for in-bus technology moving forward.
249			Ticket Sales: What technology is to be used for ticket sales in the ticket offices and what technology is on the bus for collecting fares (tickets)? Who is responsible for providing and maintaining the ticketing system?	TCRTA is the process of purchasing a Genfare fare collection system. Ticket offices will be equipped with Genfare Point of Sale equipment. TCRTA is responsible for Genfare maintenance.
250			Page 10, Agency Information: Please provide fleet roster for each member agency to include age, mileage, vehicle condition, fuel type, vehicle history and planned replacement schedule.	Fleet inventory is provided in Addendum No. 1. Replacement schedule is being developed.
251			Page 11, Agency Information: Please describe the functions of the TCRTA Customer Service personnel and the functions of the Contractor's Customer Service personnel in the new term.	Contractor is responsible for Call Center staff (Customer Service and Trip Reservation). Contractor is responsible for Customer Service (Ticket Agents) at the three Transit Centers.
252			Page 19, Management Plan: Does a Microsoft project plan support the requirement of a graph/chart in paragraph 3.B?	Yes
253			Page 26, Operations Plan: Who is responsible for complaint investigation and who can close the complaint?	Contractor will investigate the compliant. TCRTA may also investigate the compliant. TCRTA will close the complaint.
254			Page 38, Emergency Response: Please describe the capital needs a contractor would be providing in paragraph 11.	Contractor is not responsible for any capital needs for Emergency Response.
255			Page 54 Service Hours and Days, Page 59 Transit Center: Customer Service persons at the three ticket offices. (Dinuba, Porterville, and Tulare) are M-Sat 7am-7pm, Sun 8am-5pm. What personnel are expected to be onsite at the Transit Centers and what hours of operation should the bidders use for those onsite transit center persons (beyond the ticket agents)?	Customer Service (Ticket Agents) and Janitorial Staff are the only personnel expected to be at the Transit Centers. Road Supervisors and Management may utilize existing office space, if so desired. Dispatching and Call Center staff will be located at the Central Yard.
256			Page 70, Vehicle Cleaning: Will a wash bay with water reclamation be provided by TCRTA at the central yard to support the daily exterior cleaning by Contractor personnel? If one in not provided, this will cause the Contractor to shuttle the vehicles to an off-site location for cleaning which may be up to 10-20 miles away.	Contractor shall be responsible for all water containment and collection at TCRTA or City facilities if wash rack is not available or inoperable. Proposer is not relieved of cleaning the vehicles if a bus wash rack is not available or inoperable
257			Page 70 Vehicle Cleaning, Page 10 Self-Performed Maintenance for North and South Yard: Please confirm bidder will not be responsible for cleaning vehicles at the North and South yards.	Contractor is responsible for cleaning all TCRTA vehicles located at the three TCRTA Yards.
258			Page 85, Pricing Forms: Please provide the definition of a revenue hour for all the services contemplated in the RFP.	Already answered.
259			Page 59 Section 13, Bidder Provided: Is Ecolane the preferred CAD/AVL paratransit solution for TCRTA paratransit system?	TCRTA does not have a preference.
260			Page 83, TCRTA Provided Equipment: In Section G, Radios are called out as TCRTA provided, what are the make and model and quantity of the radios provided and are radios to be used to communicate with drivers throughout the term of the contract?	Already answered.
261			Page 15, Section 6. Submission Package Outline, and Page 17, Section 10. Plans: The Submission Package Outline uses lower case letters for the Plans and Schedules, and the Plans section uses numbers for the same subsections. Please clarify the numbering format that should be followed for proposals.	The numbering format as listed on page 15 should be followed.

262			Page 22, Maintenance Plan: Please confirm that the contractor will be responsible for the cost of all TORTA provided revenue vehicle repairs including major components (Engine, Transmission, Differential, W/C lift replacement)	Central Yard Vehicles Only, already answered.
263			Page 63, General: Please provide an inventory of Office furniture/Shop equipment and parts that TORTA will provide to the Contractor for the Central Yard, Ticket Offices and Transit Centers?	Refer to Addendum No. 3
264			General: Is there any requirements or specifications/preference regarding the age, model, or fuel requirement of any Contractor provided support vehicles?	No
266			Page 60, Section 15. Bus Stops: Will TORTA be providing any vehicles and or equipment (Pressure washers) for Shelter or bus stop cleaning to the Contractor?	No
267			Pages 69-71, Section J. Fleet Cleaning: Will the City of Tulare's wash bay still be available for bus washing?	No
268			Pages 69-71, Section J. Fleet Cleaning: If bus washing is still done at the City of Tulare's yard will TORTA continue to compensate the city for its use, or will this be a contractor responsibility? If it is a contractor responsibility, how much monthly compensation to the City of Tulare should bidder's account for in their pricing?	City of Tulare was bay will not be utilized in the performance of this contract.
270			Page 12, Section 2: Will TORTA consider follow-up questions to the January 28 responses to clarifications? This would allow bidders to review the provided clarifications and gain further understanding if needed on a particular response.	Please refer to Addendum No. 3 for the updated schedule.
271			Page 8 Definitions, Page 15-16 Section 2, 4.1.7. Transmittal Letter: Different officers in our company hold the responsibilities of being authorized to sign proposals and bind the firm to the terms of the proposal, negotiate contracts, and sign contracts on behalf of the organization. Will TORTA accept the signature of a person authorized to bind the offering firm to the terms of the proposal (as indicated in the cover letter requirements) on the cover letter and required forms?	Yes
272			Page 9 Section 2. Agency Information. Please confirm that in the maintenance option, TORTA will provide the facility at the Central County Yard. If yes, please provide an equipment list of equipment provided by TORTA.	Yes, refer to Addendum No. 3
273			Page 13, Section 3. Proposer Communications and Requests: Please advise whether bidders should submit exceptions/items for discussion to the terms and conditions should be submitted in advance of the proposal due date as a "pre-offer change" or should bidders reserve their exceptions/items for discussion for the "Form of Deviation".	"Form of Deviation"
274			Page 14, Section 2. Conditions, Exception, Reservations or Understandings: This section states that stating an exception may be permitted if submitted as an alternate proposal. If the base bid and pricing factor for all RFP terms and conditions, are bidders just permitted to submit exceptions/items for discussion with their proposals (using the "Form of Deviation") instead of creating an alternate proposal?	"Form of Deviation"
275			Page 58, Section 7. On-Demand Services: Please confirm that TORTA is using the Uber mobile application for services delivered by the contractor (i.e. TORTA is not using Uber for ambulatory transportation)	Correct
276			Page 57, Section 8. Complementary ADA Paratransit Service: What eligibility database is in use today? Please confirm TORTA is seeking an eligibility module from which to manage all eligibility applications and profiles.	TORTA does not have an eligibility database. Correct, TORTA is seeking an eligibility module from which to manage all eligibility applications and profiles.
277			Page 59, Section 14. TORTA Transit Centers: Please confirm that bidders should not factor for any janitorial responsibilities for the planned transit centers in Exeter, Farmersville, and Lindsay.	Correct
278			Page 60, Section 15. Bus Stops: Please confirm TORTA will be responsible for providing bus stop poles.	Correct
279			Page 64, Section P. Road Supervision. Question: Please clarify the requirement for road supervision. Is it 4 supervisors on during the span of service or 4 supervisors during every hour of revenue service (i.e. 4 on duty at all times)?	A minimum of 4 road supervisors must be on duty during the entire service span each day.
280			Page 69, Section I. Fueling, Page 59, Vehicle Maintenance: Are there on site fuel tanks (gas, diesel and CNG) at each of the yards? If fuel capability is not on-site, please provide the location of TORTA fuel locations.	Fueling capability is on site at each location.
281			Page 74, Section T. Dispatch: This section states that one dispatcher must be dedicated to fixed route and commuter and one dispatcher must be dedicated to ADA and On-Demand. Page 23 states:" At a minimum, Proposer shall have 1 dedicated dispatcher for each service (bus service, ADA complementary paratransit, and on demand)" Please clarify.	Already answered.
282			Page 80, Section U. Technology: Is TORTA seeking two separate Computer Aided Dispatch/AVL solutions? One of paratransit and one for fixed route/commuter? If the requirement is only for a paratransit scheduling system, please advise what the fixed route/commuter CAD/AVL is in place?	TORTA is seeking a Computer Aided Dispatch and AVL solution for both routes and paratransit.
283			Page 81, Technology: Is TORTA wanting TripSpark for fixed route?	No preference
284			General: Has Visalia joined the joint powers authority, known as TORTA?	No
285			General: Please provide the contract including amendments for Exeter and Farmersville.	Not available
286			General: Please provide one year of invoices for Exeter and Farmersville.	Not available
287			Page 135, Section Titled CAD/AVL/CRM Specifications: What is the Make and model of the AVA system, APC system, and TSP systems to which the CAD/AVL must integrate?	AVA, APC, and TSP systems may be integrated in the future. Please refer to the TORTA ITS Standard - Specification Document for further details.
288			Page 135, Section Titled CAD/AVL/CRM Specifications: Can TORTA provide an itemized list of all technologies in place by service type and City for the County of Tulare and the Cities of Exeter, Farmersville, Lindsay, Porterville, Tulare, and Woodlake. Please confirm that TORTA is looking for a central CAD/AVL, paratransit scheduling system, and CRM. Please provide the timing for the migration to a central platform(s).	TORTA is seeking a central and unifrom CAD/AVL, paratransit scheduling system, and CRM.
289			Page 136, Section Titled CAD/AVL/CRM Specifications: Does TORTA manage their own social media? Proposer wants to confirm with whom we would work for the social media customer detail ingestion into the CRM system.	TORTA manages its own social media accounts.
290			Page 136, Section Titled CAD/AVL/CRM Specifications: Does all customer feedback route through a TORTA person for review or is the solution to ingest customer feedback from the various sources directly into CRM system for automatic workflow? What are these sources and, if digital sources, are there available api's?	All customer feedback must route through the CRM system.
291			Section 4 - General Contractual Provisions, Page 45, 5. Property, Casualty, and Liability Insurance, 2. Liability Insurance (Proposer): Will TORTA consider the following language in this section? Proposer's insurance shall be issued by a company licensed (admitted) to transact business in the State of California and/or having an A.M. Best rating of A VII or better, or through a qualified self-insurance program approved by the State of California. Proposer is a qualified self-insurer for Automobile Liability Insurance, approved by the State of California. Qualified self-insurance programs do not have AM Best ratings or classes. Please confirm Proposer's Automobile Liability qualified self-insurance program through the State of California is acceptable.	At the point of the contract, TORTA will consider the proposed language following final review from TORTA Risk Management.

292			Section 4 - General Contractual Provisions, Page 44, 5. Property, Casualty, and Liability Insurance, 3. Liability, Physical Damage, Risk Control (TORTA): "Optional", Collision and Comprehensive Coverage Proposer is to provide pricing for Collision and Comprehensive Coverage for the actual-cash value of the vehicles (based upon straight-line depreciation, the original purchase price and service life expectancy) as stated in the Fleet Schedule, however, the Fleet Schedule does not contain the required information to price this coverage. Please provide the original purchase price, straight line depreciation formula (used to calculate remaining book value) and service life expectancy for all vehicles listed in the Fleet Schedule in order to provide this pricing.	TORTA is unable to provide this information at this time.
293			Section 4 - General Contractual Provisions, Page 44, 5. Property, Casualty, and Liability Insurance, 3. Liability, Physical Damage, Risk Control (TORTA): "Optional", Garagekeeper's Legal Liability: This section requires Garagekeeper's Liability coverage, however, if Proposer is carrying comprehensive and collision insurance on the vehicle, what additional coverage is TORTA looking for Proposer to price as damages to the vehicles in the Proposer's care for servicing would be covered under the comprehensive and collision coverage requested to be priced? In addition, Proposer's property policy has coverage for vehicles stored on Proposer's property, not covered by the Comprehension/Collision. Please confirm the Comprehensive/Collision coverage that will be priced (once information is received) in combination with Proposer's property policy is acceptable to TORTA instead of Garagekeeper's Legal Liability coverage.	Garagekeeper's liability is not required at this time.
294			Section 4 - General Contractual Provisions, Page 45, 5. Property, Casualty, and Liability Insurance, 4. Certificates: This section requires certificates of insurance shall provide that TORTA shall be given no less than thirty days prior written notice of any non-renewal, cancellation, or other termination, or material change, except that only ten days prior written notice shall be required where the cause of non-renewal or cancellation is non-payment of premium. Commercial insurers provide notice of cancellation only, not non-renewal, termination or material change. Insurer requirements to provide notice of non-renewal or material change is not commercially available.	At the point of the contract, TORTA will consider this following final review from TORTA Risk Management.
295			Section 4 - General Contractual Provisions, Page 45, 5. Property, Casualty, and Liability Insurance, 5. Deductibles/ Retentions: Any deductibles or self-insured retentions must be declared to TORTA. Proposer is a qualified self-insurer for Automobile and Workers Compensation insurance, approved annually by the State of California. Please confirm Proposer's qualified self-insurance program, approved annually by the State of California is acceptable.	At the point of the contract, TORTA will consider this, with additional details following final review from TORTA Risk Management.
296			Price Adjustment: Will TORTA consider including a provision that provides for price adjustments if Contractor's costs increase as a result of (i) changes to the scope of work / service hours requested by TORTA, (ii) changes in laws, rules, regulations, etc. applicable to the services to be provided by Contractor, and/or (iii) wage increases necessary for Contractor to be able to recruit and retain qualified employees as a result of an increase in the minimum wage in the City or surrounding jurisdictions, and (iv) costs incurred in response to a federal, state, or local state of emergency (including the COVID-19 pandemic or similar national emergency), including providing personal protective equipment, supplies, staffing, and additional services (including additional health and safety services or requirements)? If the parties are unable to agree on a rate adjustment, then either party may terminate the contract upon 120 days written notice to the other party. Contractor needs price protection for changes requested by TORTA, or matters that were not contemplated at the time of Contractor's proposal.	Existing terms and conditions of the TORTA contract remain.
297			Page 525, RFP: This section states Contractor agrees to comply with the requirements of 49 U.S.C.A 5323(b) and 29 C.F.R. Part 215 Will TORTA consider revising to provide that TORTA will be administratively and financially responsible for 13(c) obligations? Contractor is obligated to bargain collectively with any union representing its employees, and to comply with the terms and conditions of the CBA it enters into with such union. Contractor should be responsible only for its obligations to bargain collectively with any union representing employees but should not be responsible for other 13(c) claims against TORTA or the prior contractor.	Existing terms and conditions of the TORTA contract remain.
298			Section 6, "Terms and Conditions, Paragraph 13, Assignment: This section states Assignment requires prior written consent by TORTA. Will TORTA consider revising to provide such consent is not to be unreasonably withheld, conditioned, or delayed? An approval of an assignment should not be leveraged.	Existing terms and conditions of the TORTA contract remain.
299			Section 6, Paragraph 2, Projected Revenue Hours and Miles: This section states TORTA may require the addition and/or change of certain terms and conditions of the Agreement. Will TORTA consider revising to require the agreement of both TORTA and the Contractor for all revisions to the Agreement? One party to a contract should not have the unilateral ability to change the terms of the contract.	Existing terms and conditions of the TORTA contract remain.
300			Section 6, Paragraph 17E, Responsibilities of Proposer, Employment: This section states a candidate who has a felony conviction shall not be considered for employment subject to limited exceptions. Will TORTA consider revising to provide that Contractor will conduct individual assessments of each applicant/employee in accordance with applicable state and federal laws? Contractor will make individualized assessments of applicants with criminal histories but believes automatic disqualification of applicants based on "any felony" violates federal law. Specifically, the U.S. Equal Employment Opportunity Commission (the "EEOC") has determined that automatically disqualifying applicants based on criminal history may violate Title VII of the Civil Rights Act of 1964. The EEOC's enforcement guidance is found at: http://www.eeoc.gov/laws/guidance/arrest_conviction.cfm	Ask for full disclosure of any felony convictions. TORTA will develop a safety committee to evaluate each situation.
301			Environmental: Will TORTA consider including a provision to make it clear that Contractor is not responsible for any environmental issues or releases of hazardous materials existing on or prior to the Contractor's occupancy of the TORTA's facilities, or caused by any party other than Contractor? Contractor should not be responsible for existing issues or issues caused by other parties.	Yes
302			Force Majeure: Will TORTA consider including a force majeure provision relieving both parties from performance under the Contract for circumstances beyond their reasonable control (acts of God, war, labor strikes, pandemics, slowdowns, sick-outs, or other disputes, etc.)? Contractor should be excused from performance for circumstances beyond its reasonable control.	Labor strikes are not a force majeure.

303			Section 4, Paragraph 2, Indemnification: This section states broad indemnity, including for claims caused by the negligence of TCRTA. Will TCRTA consider revising to limit indemnification to only those claims, damages, etc. caused by Contractor, and exclude claims, costs, or expenses arising from or relating to TCRTA's active negligence or willful misconduct? For damages resulting from the joint negligence of Contractor and TCRTA, damages should be apportioned on a percentage of fault basis.	At the point of contract, TCRTA will consider these terms after final review of Risk Management.
304			Section 1, Paragraph 1, Renewal: This section states Renewal options are at TCRTA's sole discretion. Will TCRTA consider revising to require mutual agreement for any extension of the agreement? Extension of the agreement should require mutual agreement.	Existing terms and conditions of the TCRTA contract remain.
305			Section 4, Paragraph 3(a), Termination for Convenience: This section states TCRTA may terminate at any time upon written notice to the Contractor. Will TCRTA consider revising to provide for 60 days prior notice of termination, and payment of Contractor's reasonable close-out costs? Contractor may have contract termination costs (including vehicle and real estate lease termination) as well as employment termination obligations required by law (WARN ACT, etc.).	At the point of contract, TCRTA will consider these terms after final review of Risk Management.
306			Page 37, Evaluation Criteria: Please clarify exactly how the prices will be evaluated, i.e. will only the Year 1 price be considered or the full contract term cost including startup costs?	Already answered.
307			Labor: Is there a living wage ordinance in effect for TCRTA for which bidders should factor in their pricing? If so, please provide bidders with a copy of the most recent ordinance and future ordinance projections so that all bidders may factor for these important costs.	Already answered.
309			Fare Collection: Will TCRTA have a unified fare policy at the start of contract?	Yes
310			Vehicles: Please clarify if the fleet provided by TCRTA meets the CARB standards, or if TCRTA plans on updating these vehicles to meet the new CARB regulations at TCRTA cost?	TCRTA is responsible for the revenue fleet and meeting any state or federal requirements.
311			General: What is the maximum number of trips performed in a given day?	Question is to general, number of trips can be based from the 2022 TCRTA Schedules
312			Page 75, Section 17, Responsibility of Proposer, U - Runcutting: What format does TCRTA plan to provide the schedule data during service changes/adjustments to the contractor for runcutting purposes?	Contractor is responsible for runcutting
313			Page 75, Section 17, Responsibility of Proposer, U - Runcutting: Please provide a list of all acceptable driver relief locations. Please also notate if any of these locations are mid-route.	Contractor is responsible for runcutting
314			Page 75, Section 17, Responsibility of Proposer, U - Runcutting: Please provide all current driver rosters, driver paddles and detailed vehicle blocking which shows all revenue trips assigned to each vehicle block for all services. As this will allow bidders to fully understand the driver manpower needs for their pricing.	Contractor is responsible for runcutting
315			Technology: Will the contractor or TCRTA provide internet at the transit centers?	Contractor is responsible for internet service at all TCRTA facilities.
316			Page 75, Section 17, Responsibility of Proposer, U - Runcutting: Are there any potential range issues for the electrified fleet as TRCTA performs the vehicle blocking? Also, is opportunity charging (inductive) contemplated for the future, or is all charging done at the Porterville yard. Are there any plans for further electrification of routes that are not currently based out of Porterville?	Currently, range is not an issue with the ZEB fleet. Opportunity charging is being contemplated for the future. Charging infrastructure will be planned region wide.
317			Page 11 and Page 17, Section 10, Plans: The RFP indicates that "Starting on July 1, 2022, the Agency will also be responsible for the following: customer service and trip reservations. Page 17 section 10 shows minimum staffing requirements for 3 customer service agents. Please indicate whether the agency or contractor will be responsible for customer service and trip reservations. If the agency will be responsible, please indicate whether the contractor will be required to provide the minimum staffing requirements for 3 customer service agents.	Contractor is responsible for 3 customer service agents (ticket sales) at each transit center that sells tickets. Contractor is responsible for staffing the Central Call Center.
318			General: Please provide the number of office and dispatch space at Porterville.	Dispatch will only be performed from the Central Yard. Porterville will have 3 offices and a driver breakroom available for contractor use.
319			Page 54, Section 3: The RFP indicates "TCRTA will assume responsibility for managing the basic information technology infrastructure (cellular data, modem/routers, fareboxes)." Please clarify whether TCRTA will cover the cost of the cellular data plans for the MDT and AVL.	Contractor is responsible for cellular costs of the MDT and AVL.
320			Page 54, Section 3: The RFP indicates "TCRTA will assume responsibility for managing the basic information technology infrastructure (cellular data, modem/routers, fareboxes)." Please confirm.	Correct
322			Page 70, Section J: Please confirm all TCRTA vehicle's exterior must be washed daily	Correct
323			Page 75, Section T: The RFP indicates "Office space at the Central Yard will be dedicated for Dispatch personnel. TCRTA will be responsible for installing Dispatch 2-way radio equipment at the Proposers administration office." Please indicate whether all dispatching for agencies will be performed at the central yard. Please indicate whether Porterville has office space for dispatchers and offices space for management.	Dispatch will only be performed from the Central Yard. Porterville will have 3 offices and a driver breakroom available for contractor use.
324			General: Please indicate whether TCRTA will perform scheduling for the ADA and on demand services.	Per Addendum No. 2, Contractor is responsible for all trip reservations.
326			Addendum 1: Given that the on demand will be new service on July 1, 2022, please indicate whether TCRTA would consider lowering the revenue hours in year 1.	Estimated revenue hours are based on the expected level of service for each year.
327			Page 97, Optional Central County Fleet Maintenance: The Optional Central County Fleet Maintenance is based rate is based on a per revenue mile rate. The maintenance on the number of vehicles does not change as they are rotated in the fleet and meeting the PM monthly cycles. Would TCRTA consider the maintenance staff portion as a fixed monthly cost? If yes, bidders can move the maintenance staff cost into the fixed operational cost section.	Existing terms and conditions of the TCRTA contract remain.
328			General: Please provide a list of non-revenue vehicles that will be provided by TCRTA with year, make, model, and fuel type.	TCRTA will not provide non-revenue vehicles.
329			Page 68, Section H: Currently, the contractor bills back for engine and transmission repair and replacement. Please indicate whether the contractor can bill back for engine and transmission repair and replacement under the new RFP.	Yes
330			Page 98, Section 12: Please provide some details regarding who fuels the vehicles for the City of Exeter, City of Farmersville, Lindsay, Woodlake, and Porterville.	Contractor is responsible for fueling vehicles
331			Page 10, Section 2: The RFP indicates that Exeter and Farmersville are operated by Visalia. Please indicate whether Visalia operates the service directly or whether the services are subcontracted to a vendor. Please provide the address of the operations center.	Currently, Exeter and Farmersville services are subcontracted to First Transit.
332			Page 10, Section 2: The RFP indicates that Lindsay is operated by the County. Please indicate whether the County operates the service directly or whether the services are subcontracted to a vendor. Please provide the address of the operations center.	The County operates on behalf of City of Lindsay. 25408 Rd 140 Visalia CA 93292
333			Page 10, Section 2: Please indicate whether the optional service for Exeter and Farmersville will operate from the County yard under the new RFP.	Yes, Exeter and Farmersville services wil operate from the Central Yard under this RFP.
334			Training: Classroom training hours are not specified in the proposal. What is the expectation for the number of required classroom training hours?	Please refer to the RFP for classroom hour specifications.
335			Addendum 1: Given that the On Demand service is new and bidders do not have information related to non-revenue time, would TCRTA consider letting the contractor bill from the time the vehicle leaves the yard to the time the vehicles return to the yard less any breaks?	Already answered.
336	56	Routes	Please specific which Maintenance Facility/Yard each route will operate from. Example: Porterville routes 1, 2, 3, 4, 5, 6 all operate from the South County yard	Maintenance Facility/Yard each o County operate at all Central County yard location from TCRTA County yard.
337	59	Facilities	Transit Center layouts - Please provide detailed layouts for each transit center. Please include the number of offices and square footage the Contractor is responsible for cleaning. Please detail flooring materials, number of windows, bathroom details to include number of stalls, etc. If a 3rd party is used to clean the restrooms, please provide the company name and contact information	Not available at this time, we encourage everyone to attend the site visit.

338			How many, on average, trips per weekday and Saturday, Sunday, or Holiday are provided by the ADA service and by the On Demand Service?	Historical information is not reflective of proposed service.

TULARE COUNTY REGIONAL TRANSIT AGENCY
CONTRACT ADDENDUM

PROJECT TITLE:	Transit Operations Services
RFP NO:	2021-01
ADDENDUM NO:	5
ISSUED:	2/18/2022

The Tulare County Regional Transit Agency is issuing this Addendum to respond to questions raised by parties interested in the Request for Proposals named above (the "RFP").

This Addendum constitutes an integral part of the RFP and shall be read in conjunction with the RFP. Where inconsistent with the original RFP, or any pervious Addendum to the RFP, this Addendum shall govern. Unless specifically changed herein, all other requirements and provisions of the RFP remain unchanged and can only be modified if in writing by the Tulare County Regional Transit Agency. It is the responsibility of all Proposers to conform to this Addendum.

1. Date To Submit Proposals

The final date to submit proposals is now March 17, 2022 at 5:00 p.m. (PT).

2. Questions and Answers

The period to submit questions for clarification has ended. TCRTA has provided the attached Questions and Answers Part 3.

3. Final Addendum

TCRTA will post the final Addendum, Addendum No. 6, on Friday, February 25, 2022.

END OF ADDENDUM No. 5

/s/ Richard Tree
Executive Director

Questions and Answers
Part 3 (FINAL)

Question #	Question	TCRTA Answer
1	Please indicate whether the contractor will incur a cost for the Uber app. If yes, please provide the annual amount.	TCRTA is responsible for the cost of the Uber software.
2	Please confirm due to the consolidation TCRTA is not able to provide the last 12 months of bus stop and shelter maintenance and repairs. TCRTA is responsible for all parts including glass and lighting if the shelter is equipped with those parts.	TCRTA is not able to provide the last 12 months of bus stop and shelter maintenance and repairs. TCRTA is responsible for all parts including glass and lighting if the shelter is equipped with those parts.
3	Please provide the total number of bus stops that the vendor will be responsible for removing trash and maintain.	TCRTA Bus Stop Inventory will be provided in Addendum No. 6 on February 25, 2022.
4	Please confirm the minimum number of utility for bus stop maintenance and transit center is 2 daily and please confirm their days of operation.	TCRTA is not imposing a minimum staffing requirement for bus stop maintenance and transit center janitorial. Contractors should demonstrate a level of understanding and staffing plan that will ensure all bus stops, shelters, and transit centers are free of trash and cleaned based on the TCRTA requirements.
5	In order for bidders to provide the optional insurance starting page 43 of the RFP, please provide the value for each facility, the value for the fleet, and the value of County-provided assets.	TCRTA asset value will be provided in Addendum No. 6 on February 25, 2022.
6	Please indicate whether the drivers of Porterville are organized by a Union. If yes, please provide the name of the Union and contact number.	Porterville Transit staff are not organized by a Union.
7	The "Porterville Transit Current Staff Report" in the TCRTA CBA and Labor Code 1070 documents indicate the 4 drivers participate in the health insurance program. In order to ensure add bidders an appropriate cost for health insurance, please confirm the amounts in the Labor Code 1070 documents are correct. Please provide the percentage the City contributes to the health insurance plan (e.g., 80% City contribution to total plan cost and 20% employee contribution cost. Please indicate whether the percentage of City contribution are the same for an employee-only plan, employee plus spouse plan, employee plus children plan, and employee plus family plan.	Porterville Transit staff are not City employees, they are employed by a Contractor. The amounts in the Labor Code 1070 are correct. The Contractor pays up to $100 towards the full-time employees healthcare plan.
8	Please provide a vacation, holiday, and sick time schedule based on seniority for the City of Portville.	Porterville Transit staff are not City employees, they are employed by a Contractor. The current Contractor offers its employees up to 14 days of vacation, 10 days of sick time, and 8 hours of holiday pay each year to all full-time employees.

Questions and Answers
Part 3 (FINAL)

9	Based on the Porterville seniority list, it does not appear that drivers wage increases with their seniority from year-to-year increase. Please confirm.	The current contractor in Porterville offers a wage scale based on year's of service and position.
10	Please indicate whether the City of Porterville offers a 401K plan. If yes, please indicate which employees participate and the amount of City contribution to the plan.	Porterville Transit staff are not City employees, they are employed by a Contractor. The current Contractor offers a 401k plan and contributes up to a 3% match to all participating full-time employees.
11	Now that maintenance is not an option, is there a minimum staffing requirement for staff and technicians at the Central Yard?	TCRTA is not imposing a minimum staffing requirement for maintenance at the Central Yard. Contractors should demonstrate a level of understanding and staffing plan that will ensure the vehicles remain in a state of good repair.
12	If bus washing is still done at the City of Tulare yard will TCRTA continue to compensate the City of Tulare for its use, or will the contractor be responsible?	The City of Tulare Yard is not a TCRTA facility nor will it be used in the performance of this project. No bus washing will be performed at the City of Tulare Yard.
13	Will TCRTA be providing any equipment (Pressure washers) for Shelter, Transit Centers, or bus stop cleaning? If yes, please specify the equipment	Contractor is responsible for providing all equipment in the performance of removing trash, cleaning graffiti, washing and cleaning bus stops and shelters, and transit centers.
14	Please provide the locations and number of bus shelters and bus stops with benches that the Contractor will be responsible for maintenance and cleaning?	TCRTA Bus Stop Inventory will be provided in Addendum No. 6 on February 25, 2022.
15	It was mentioned in the pre-proposal meeting on February 10, 2022 that a supervisor must always be on-site when the bus washers are cleaning the buses at the Porterville County yard. Can you please confirm this is a requirement?	At all TCRTA facilities, TCRTA requires proper supervision while (during all hours) Contractor's employees are working at these facilities.
16	If the Contractor chooses to use an outside vendor to wash buses at the Porterville County yard will the vendor be able to access the yard after hours?	Contractor's and subcontractor's will have after hour access to both the North and South Yards.
17	If the Contractor would choose to use an outside vendor to wash buses at the Porterville County yard will the Contractor still be required to provide a supervisor while the vendor is on site?	Contractor is responsible for proper supervision of all subcontractor's while working at TCRTA facilities.
18	Please confirm that TCRTA is responsible for maintenance and repairs of electronic fareboxes?	TCRTA is responsible for maintenance and repairs of electronic fareboxes
19	Would TCRTA allow the Contractor to install an oil water separator and cement pad for bus washing at the central yard?	Yes, however proper permitting may be required.

Questions and Answers
Part 3 (FINAL)

20	The DBE Program Bidders List Form on pages 110-111 is the only DBE form provided in the RFP. Please confirm the Bidder/Proposer Disadvantaged Business Enterprise DBE Information Form and/or Bidder/Proposer Disadvantaged Business Enterprise DBE Good Faith Efforts Documentation Form mentioned in the Public Notice on page 3 of the RFP are not required with the proposal submission	Updated DBE Forms will be provided in Addendum No. 6 on February 25, 2022.
21	Please clarify that TCRTA will provide all tires including Paratransit and Fixed Route buses at all yards including the central yard?	This will be answered in Addendum No. 6 on February 25, 2022.
22	Please clarify that all (Approximately 106 buses will need to be washed inside and out daily as listed?)	All revenue vehicles that were in service, from a prior day, must be cleaned inside and out prior to being used in revenue service again.
23	MV's questions provided on January 20, 2022, were answered February 18, 2022. Will TCRTA provide: 1) a three week extension for MV to process those answers? 2) Will TCRTA provide a clarification question period so that the provider may obtain clarifications?	The final Addendum No. 6 will be posted on February 25, 2022. The Deadline to submit proposals will now be Thursday, March 17, 2022 at 5 p.m. (PT), providing proposers 14 business days from the last Addendum.
24	Please confirm that all on-demand vehicles will be provided by TCRTA.	TCRTA is responsible for providing all revenue vehicles.
25	Vehicles used for Exeter and Farmersville will be stored at what location? Please also, provide a physical address.	Vehicle locations and assignments have been provided in the "TCRTA - Vehicles and Assignments" document that was provided in Addendum No. 4
26	Security personnel for TCRTA facilities; is there a need for security personnel? If yes, how many and hours of operation? Which party is responsible for providing security personnel?	Historically, TCRTA facilities have not require security personnel. Should TCRTA find that security personnel is required in the future, TCRTA will be responsible.
27	Regarding maintenance, the spare factor is quite high throughout the fleet and we need to add pre/post trip electronics and DriveCam to all revenue units. Can you state how many of vehicles, at each of the three facilities, are likely to be sidelined to allow us to avoid this expense?	At this time it is difficult to estimate which vehicles, if any, will be part of the contingency fleet. This is due to the reliability of transitioning to zero-emission vehicles, aging fleet at the Central Yard, a replacement schedule that is still under development, and the delay in vehicle deliveries. TCRTA recommends that the successful Contractor evaluate the fleet and operations for a couple months and in partnership with TCRTA collaborate on the development of a contingency fleet plan. This will allow the Contractor to better understand its equipment needs.
28	Do you have an estimate of the number of call center agents that will be needed – in addition to the dispatchers?	TCRTA requires that a minimum of two (2) call center agents be staffed during all hours of "call center operation."

Questions and Answers
Part 3 (FINAL)

29	Attachment 5 states that Route E1 is operated by one bus, but the schedule for E1 in Addendum 3 requires two buses. Please confirm which document should be followed.	Final Exeter/Farmersville route schedule(s) will be provided in the final and last Addendum No. 6 on February 25, 2022.
30	The answer to Question 33 states that the Exeter and Farmersville service will operate from the Central Yard, however Attachment 5 indicates these routes will pull from the South Yard. Please confirm where these routes will pull from.	Exeter/Farmersville vehicles will be located at the Central Yard, however Exeter/Farmersville vehicles, which are highlighted, will be maintained by Porterville at the South Yard.
31	The pull-out for Exeter states the first trip is at 7:00 at Visalia Transit Center, but the schedule for E1 from Addendum 3 shows the first trip leaves from Palm & B St. Please confirm which is correct.	Final Exeter/Farmersville route schedule(s) will be provided in the final and last Addendum No. 6 on February 25, 2022.
32	Attachment 5 refers to Reedley Connection, but there is no schedule for this route in Addendum 3. Please provide a schedule for this route.	Final Dinuba route schedule(s) will be provided in the final and last Addendum No. 6 on February 25, 2022.
33	For the Fixed Route service, please indicate any restrictions on interlining vehicles between routes or vehicle blocks that are assigned to the same garage.	This will be answered in Addendum No. 6 on February 25, 2022.
34	Given the amount of information provided in Add. 4 and the complexity of this project, would TCRTA please consider providing a minimum 2 week extension to the proposal deadline?	The final Addendum No. 6 will be posted on February 25, 2022. The Deadline to submit proposals will now be Thursday, March 17, 2022 at 5 p.m. (PT), providing proposers 14 business days from the last Addendum.
35	So that all bidders can properly account for the incumbent employees, please confirm that all non-exempt employees of Porterville Transit are included on page 215 of Addendum 2. Please also provide the overall participation rate, descriptions and employee vs. employer costs in regard to the benefits offered to the employees.	All non-exempt employees for Porterville Transit have been provided. Employee health benefits have been provided. Employer pays up to $100 for the employees premium.
36	Labor Code 1070 applies to all non-exempt employees whether bargained or not, would TCRTA please provide a listing of the non-exempt employees, wages, and benefits for the non-exempt employees associated with the MV contracts.	This information will be provided in Addendum No. 6 on February 25, 2022.
37	Are any of the incumbent employees covered by the CBA provided for the Sequoia Shuttle Service? If so, please provide more detail on this so that bidders can understand how this applies to the services contemplated by this RFP.	TCRTA does not operate the Sequoia Shuttle Service.
38	Would TCRTA allow bidders to price the on-demand services separately since it has a different revenue hour definition (gate to gate)?	Bidders are now required to price on-demand services separately. TCRTA may consider a short-term (3 month or less) gate-to-gate minus breaks revenue hour definition for only new on-demand service zones at the time of contracting.

Questions and Answers
Part 3 (FINAL)

39	How many total vehicles are used and how many trips per day are anticipated for all ADA Paratransit Service combined.	Estimated ADA paratransit trips per weekday/weekend will be provided in Addendum No. 6.
40	What is the expectation of annual call volume bidders should assume when developing their call center staffing plans?	TCRTA is unable to determine accurate call volume for the Call Center. However, based on TCRTA's evaluation, a minimum of two (2) call center agents be staffed during all hours of "call center operation."

TULARE COUNTY REGIONAL TRANSIT AGENCY
CONTRACT ADDENDUM

PROJECT TITLE:	Transit Operations Services
RFP NO:	2021-01
ADDENDUM NO:	6
ISSUED:	2/25/2022

The Tulare County Regional Transit Agency is issuing this Addendum to respond to questions raised by parties interested in the Request for Proposals named above (the "RFP").

This Addendum constitutes an integral part of the RFP and shall be read in conjunction with the RFP. Where inconsistent with the original RFP, or any pervious Addendum to the RFP, this Addendum shall govern. Unless specifically changed herein, all other requirements and provisions of the RFP remain unchanged and can only be modified if in writing by the Tulare County Regional Transit Agency. It is the responsibility of all Proposers to conform to this Addendum.

1. TCRTA Bus Stop Inventory

TCRTA's Bus Stop Inventory has been attached and uploaded to the website.

2. Projected Revenue Hours and Miles

TCRTA's updated projected annual revenue hours and miles can be found in the tables below. **Revenue hours and miles reflected in the tables below are not a contractual guarantee, only an estimate.** Regional On-Demand service is in the planning stages and service hours are dependent on vehicle availability and service adoption. Due to the ongoing COVID-19 pandemic service hours may be reduced and some services may be suspended or eliminated**. Proposers will be paid for actual hours and miles performed not for estimates as stated below.** Revenue hours and miles may vary by 20% and proposals should hold constant hourly, miles, and fixed rates within that fluctuation throughout the contract performance period and any optional years. TCRTA will notify Proposer of additional service revisions or changes at least 60 days prior to the change(s).

If at any time, changes to the entire service are greater than 20% overall (not including service changes due to events in the force majeure clause, which are common and may occur at any time), the Proposer may request a contract amendment, in writing to be submitted 30 days prior to the change in service.

Please note the following changes:

Dinuba – Discussions regarding 2022 service design in Dinuba are ongoing. Therefore, all existing Dinuba routes have been added back into the projected revenue hours table. Should any changes be made after contract award, the change order process will be followed. Please note the routes D1 and D3 are interlined as well as D2 and D4. A total of 3 vehicles are used daily for all Dinuba routes.

Farmersville/Exeter Service – Discussions regarding 2022 service design for Farmersville and Exeter are ongoing. Therefore, existing route 9 and 12 have been added back into the projected revenue hours table. Should any changes be made after contract award, the change order process will be followed. Please note that routes 9 and 12 are both operated by 2 vehicles each.

Projected Revenue Hours Table

FY 2022/23 – FY 2029/30					
Location	**Commuter Route Service Hours**	**Local Route/Circulator Service Hours**	**ADA Paratransit Service Hours**	**On Demand Service Hours**	**LOOP Service Hours**
Dinuba	N/A	12,300	2,000	12,000*	N/A
Exeter	N/A	N/A	N/A	6,000*	N/A
Farmersville	N/A	N/A	N/A	6,000*	N/A
Lindsay	N/A	N/A	450	3,000*	N/A
Porterville	N/A	24,600	2,500	12,000	N/A
Tulare	4,300	24,600	2,500	12,000*	N/A
Woodlake	N/A	N/A	2,000	3,000*	N/A
County	28,800	3,200	N/A	N/A	2,400
Total	**33,100**	**56,500**	**9,450**	**54,000**	**2,400**

**New Service Starting July 1, 2022*

"Optional" Projected Revenue Hours Table (Exeter and Farmersville)

FY 2022/23 – FY 2029/30		
Location	**Local Route Service Hours**	**ADA Paratransit Service Hours**
Exeter	5,000	500
Farmersville	8,000	700
Total	**13,000**	**1,200**

Projected Revenue Miles Table (Central Yard Maintenance)

FY 2022/23 – FY 2029/30					
Location	**Commuter Route Service Miles Routes**	**Local Route/Circulator Service Miles**	**ADA Paratransit Service Miles**	**On Demand Service Miles**	**LOOP Service Miles**
Tulare Fleet	156,200	500,000	24,000	100,000	N/A
County Fleet	825,100	74,200	N/A	N/A	1,000
Total	**981,300**	**574,200**	**24,000**	**100,000**	**1,000**

3. Fleet, Transit Center, and Central Yard Asset Value

The TCRTA fleet, transit centers, and central yard asset values have been attached and uploaded to the website.

4. Central Yard Maintenance - Tires

Contractor is responsible for purchasing tires, for the vehicles being maintained at the Central Yard ONLY, and will invoice TCRTA for the expense.

5. Porterville Employee Benefits

TCRTA has attached and uploaded the Porterville employee benefits as provided by the contractor.

6. Disadvantage Business Enterprise (DBE) Information

Proposers shall include a statement of the proposer's plan for utilizing and reporting DBE firms that perform services under the Agreement. TCRTA encourages proposers to utilize DBE firms. There is **no DBE goal** for this project, however, TCRTA requests that all Proposers make a good faith effort to include DBE's in their proposals. Proposers will demonstrate a good faith effort by submitting written DBE commitments and/or documented efforts in their proposal. Proposers shall also provide written documentation for any subcontractors that perform services under this Agreement, which will include name, address, telephone, DBE (YES/NO), description of services performed.

END OF ADDENDUM No. 6

/s/ Richard Tree
Executive Director



Dinuba Connection Route Map

DC Dinuba Connection

TCRTA Tulare County Regional Transit Agency

Transit Center **Bus Stop/Parada de Autobús**

TCRTA
Tulare County Regional Transit Agency

Route DC: Dinuba Connection

Monday-Friday/de lunes a viernes

Route/Ruta: DC Dinuba-Reedley								
Transit Center	Tulare WORKS	Reedley Shopping Center	Adventist Health Reedley	Reedley College	Palm Village	Reedley DMV	Monte Vista & El Monte	Transit Center
7:00	7:03	7:15	7:18	7:25	7:30	7:38	7:50	7:55
8:00	8:03	8:15	8:18	8:25	8:30	8:38	8:50	8:55
9:00	9:03	9:15	9:18	9:25	9:30	9:38	9:50	9:55
10:00	10:03	10:15	10:18	10:25	10:30	10:38	10:50	10:55
11:00	11:03	11:15	11:18	11:25	11:30	11:38	11:50	11:55
12:00	12:03	12:15	12:18	12:25	12:30	12:38	12:50	12:55
1:00	1:03	1:15	1:18	1:25	1:30	1:38	1:50	1:55
2:00	2:03	2:15	2:18	2:25	2:30	2:38	2:50	2:55
3:00	3:03	3:15	3:18	3:25	3:30	3:38	3:50	3:55
4:00	4:03	4:15	4:18	4:25	4:30	4:38	4:50	4:55
5:00	5:03	5:15	5:18	5:25	5:30	5:38	5:50	5:55
6:00	6:03	6:15	6:18	6:25	6:30	6:38	6:50	6:55
7:00	7:03	7:15	7:18	7:25	7:30	7:38	7:50	7:55

Winter schedule is shaded trips only. En invierno, solo operan los viajes sombreados.

AVENUE 424
E NEBRASKA AVE
AVENUE 424
OAK DR
ROSEMARY AVE
E DAVIS DR
ENGLEHART AVE
N EUCLID AVE
N ALTA AVE
SAGINAW AVE
N ALICE ST
FIG
W WAYSIDE DR
N VILLA AVE
W EL MONTE WAY
S ROAD 72
SURABIAN DR
S ALTA AVE
E PARK WAY
S 1ST AVE
AVENUE 412
W SIERRA WAY
Esri, HERE, Garmin, (c) OpenStreetMap contributors, and the GIS user community

City of Dinuba: Route D1
Ciudad de Dinuba: Ruta D1

0 0.1 0.2 0.4 0.6 Miles

D1 Dinuba Transit Center Bus Stop

N

TCRTA
Tulare County Regional Transit Agency

Route/Ruta: D1 Dollar Tree- Tropicana Market- Viscaya Gardens

Monday-Thursday Schedule/ Horarios de lunes a jueves

Route/Ruta: D1 Dollar Tree- Tropicana Market- Viscaya Gardens											
Transit Center	Walmart	Dollar Tree	St. Michael's	Tropicana Market	Parkside Village	Grace & Laughter	Viscaya & Saginaw	Viscaya Gardens	Roosevelt School	Taco Bell	Transit Center
7:00	7:03	7:07	7:10	7:15	7:16	7:17	7:21	7:23	7:25	7:27	7:30
8:00	8:03	8:07	8:10	8:15	8:16	8:17	8:21	8:23	8:25	8:27	8:30
9:00	9:03	9:07	9:10	9:15	9:16	9:17	9:21	9:23	9:25	9:27	9:30
10:00	10:03	10:07	10:10	10:15	10:16	10:17	10:21	10:23	10:25	10:27	10:30
11:00	11:03	11:07	11:10	11:15	11:16	11:17	11:21	11:23	11:25	11:27	11:30
12:00	12:03	12:07	12:10	12:15	12:16	12:17	12:21	12:23	12:25	12:27	12:30
1:00	1:03	1:07	1:10	1:15	1:16	1:17	1:21	1:23	1:25	1:27	1:30
2:00	2:03	2:07	2:10	2:15	2:16	2:17	2:21	2:23	2:25	2:27	2:30
3:00	3:03	3:07	3:10	3:15	3:16	3:17	3:21	3:23	3:25	3:27	3:30
4:00	4:03	4:07	4:10	4:15	4:16	4:17	4:21	4:23	4:25	4:27	4:30
5:00	5:03	5:07	5:10	5:15	5:16	5:17	5:21	5:23	5:25	5:27	5:30

TCRTA
Tulare County Regional Transit Agency

Route/Ruta: D1 Dollar Tree- Tropicana Market- Viscaya Gardens

Friday & Saturday Schedule/Horarios de Viernes y sábado

Route/Ruta: D1 Dollar Tree- Tropicana Market- Viscaya Gardens											
Transit Center	Walmart	Dollar Tree	St. Michael's	Tropicana Market	Parkside Village	Grace & Laughter	Viscaya & Saginaw	Viscaya Gardens	Roosevelt School	Taco Bell	Transit Center
7:00	7:03	7:07	7:10	7:15	7:16	7:17	7:21	7:23	7:25	7:27	7:30
8:00	8:03	8:07	8:10	8:15	8:16	8:17	8:21	8:23	8:25	8:27	8:30
9:00	9:03	9:07	9:10	9:15	9:16	9:17	9:21	9:23	9:25	9:27	9:30
10:00	10:03	10:07	10:10	10:15	10:16	10:17	10:21	10:23	10:25	10:27	10:30
11:00	11:03	11:07	11:10	11:15	11:16	11:17	11:21	11:23	11:25	11:27	11:30
12:00	12:03	12:07	12:10	12:15	12:16	12:17	12:21	12:23	12:25	12:27	12:30
1:00	1:03	1:07	1:10	1:15	1:16	1:17	1:21	1:23	1:25	1:27	1:30
2:00	2:03	2:07	2:10	2:15	2:16	2:17	2:21	2:23	2:25	2:27	2:30
3:00	3:03	3:07	3:10	3:15	3:16	3:17	3:21	3:23	3:25	3:27	3:30
4:00	4:03	4:07	4:10	4:15	4:16	4:17	4:21	4:23	4:25	4:27	4:30
5:00	5:03	5:07	5:10	5:15	5:16	5:17	5:21	5:23	5:25	5:27	5:30
6:00	6:03	6:07	6:10	6:15	6:16	6:17	6:21	6:23	6:25	6:27	6:30
7:00	7:03	7:07	7:10	7:15	7:16	7:17	7:21	7:23	7:25	7:27	7:30
8:00	8:03	8:07	8:10	8:15	8:16	8:17	8:21	8:23	8:25	8:27	8:30

Only Shaded Trips Operate on Saturdays. El sábado, solo operan los viajes sombreados.



City of Dinuba: Route D2
Ciudad de Dinuba: Ruta D2

0 0.1 0.2 0.4 0.6 Miles

D2 Bus Stop Dinuba Transit Center

N

TCRTA
Tulare County Regional Transit Agency

Route/Ruta: D2 Senior Center- Northpark Apts- Mercantile Row

Monday-Thursday Schedule/ Horarios de lunes a jueves

Route/Ruta: D2 Senior Center– Northpark Apts– Mercantile Row										
Transit Center	Dinuba Senior Center	Lincoln School	Nebraska-Dog Park	Northpark Apartments	Sierra Village	Washington/ JFK Schools	Dinuba Downs	United Market	Mercantile Row	Transit Center
7:00	7:03	7:06	7:10	7:11	7:13	7:17	7:19	7:20	7:23	7:30
8:00	8:03	8:06	8:10	8:11	8:13	8:17	8:19	8:20	8:23	8:30
9:00	9:03	9:06	9:10	9:11	9:13	9:17	9:19	9:20	9:23	9:30
10:00	10:03	10:06	10:10	10:11	10:13	10:17	10:19	10:20	10:23	10:30
11:00	11:03	11:06	11:10	11:11	11:13	11:17	11:19	11:20	11:23	11:30
12:00	12:03	12:06	12:10	12:11	12:13	12:17	12:19	12:20	12:23	12:30
1:00	1:03	1:06	1:10	1:11	1:13	1:17	1:19	1:20	1:23	1:30
2:00	2:03	2:06	2:10	2:11	2:13	2:17	2:19	2:20	2:23	2:30
3:00	3:03	3:06	3:10	3:11	3:13	3:17	3:19	3:20	3:23	3:30
4:00	4:03	4:06	4:10	4:11	4:13	4:17	4:19	4:20	4:23	4:30
5:00	5:03	5:06	5:10	5:11	5:13	5:17	5:19	5:20	5:23	5:30

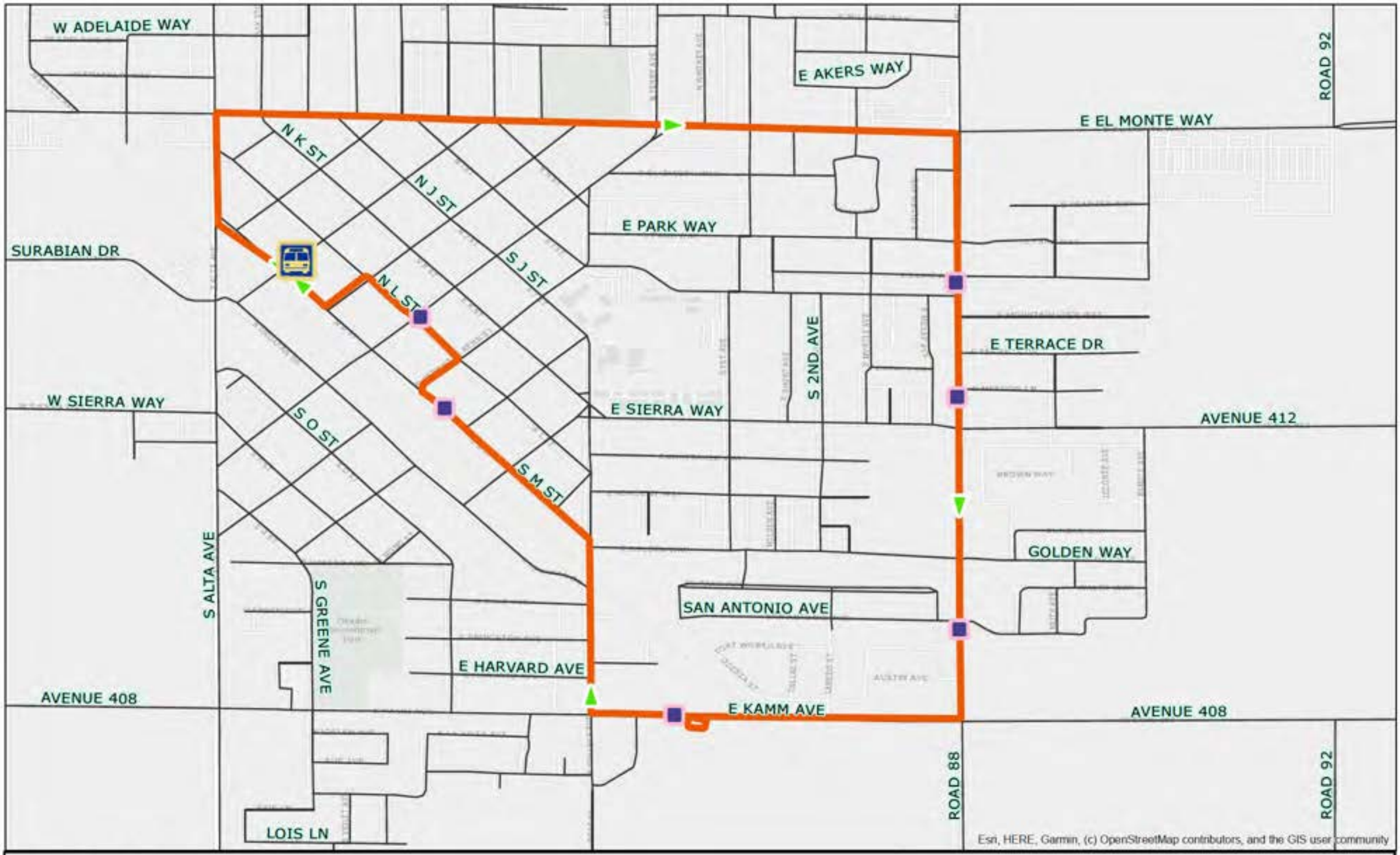
TCRTA
Tulare County Regional Transit Agency

Route/Ruta: D2 Senior Center- Northpark Apts- Mercantile Row

Monday-Thursday Schedule/ Horarios de viernes y sábado

Route/Ruta: D2 Senior Center– Northpark Apts– Mercantile Row										
Transit Center	Dinuba Senior Center	Lincoln School	Nebraska-Dog Park	Northpark Apartments	Sierra Village	Washington/ JFK Schools	Dinuba Downs	United Market	Mercantile Row	Transit Center
7:00	7:03	7:06	7:10	7:11	7:13	7:17	7:19	7:20	7:23	7:30
8:00	8:03	8:06	8:10	8:11	8:13	8:17	8:19	8:20	8:23	8:30
9:00	9:03	9:06	9:10	9:11	9:13	9:17	9:19	9:20	9:23	9:30
10:00	10:03	10:06	10:10	10:11	10:13	10:17	10:19	10:20	10:23	10:30
11:00	11:03	11:06	11:10	11:11	11:13	11:17	11:19	11:20	11:23	11:30
12:00	12:03	12:06	12:10	12:11	12:13	12:17	12:19	12:20	12:23	12:30
1:00	1:03	1:06	1:10	1:11	1:13	1:17	1:19	1:20	1:23	1:30
2:00	2:03	2:06	2:10	2:11	2:13	2:17	2:19	2:20	2:23	2:30
3:00	3:03	3:06	3:10	3:11	3:13	3:17	3:19	3:20	3:23	3:30
4:00	4:03	4:06	4:10	4:11	4:13	4:17	4:19	4:20	4:23	4:30
5:00	5:03	5:06	5:10	5:11	5:13	5:17	5:19	5:20	5:23	5:30
6:00	6:03	6:06	6:10	6:11	6:13	6:17	6:19	6:20	6:23	6:30
7:00	7:03	7:06	7:10	7:11	7:13	7:17	7:19	7:20	7:23	7:30
8:00	8:03	8:06	8:10	8:11	8:13	8:17	8:19	8:20	8:23	8:30

On Saturday and Sunday, only the shaded trips operate. / El sábado, solo operan los viajes sombreado.



City of Dinuba: Route D3
Ciudad de Dinuba: Ruta D3

0 0.0750.15 0.3 0.45 Miles

D3 Bus Stop selection Dinuba Transit Center

N

TCRTA
Tulare County Regional Transit Agency

Route/Ruta: D3 Jefferson School– Rancho Vista– DPW

Monday-Thursday Schedule/ Horarios de lunes a jueves

Route/Ruta: D3 Jefferson School– Rancho Vista– DPW							
Transit Center	Olive Street	Jefferson School	Rancho Vista	Department of Public Works	Platinum Theaters	Rabobank	Transit Center
7:33	7:39	7:41	7:44	7:47	7:51	7:53	7:55
8:33	8:39	8:41	8:44	8:47	8:51	8:53	8:55
9:33	9:39	9:41	9:44	9:47	9:51	9:53	9:55
10:33	10:39	10:41	10:44	10:47	10:51	10:53	10:55
11:33	11:39	11:41	11:44	11:47	11:51	11:53	11:55
12:33	12:39	12:41	12:44	12:47	12:51	12:53	12:55
1:33	1:39	1:41	1:44	1:47	1:51	1:53	1:55
2:33	2:39	2:41	2:44	2:47	2:51	2:53	2:55
3:33	3:39	3:41	3:44	3:47	3:51	3:53	3:55
4:33	4:39	4:41	4:44	4:47	4:51	4:53	4:55
5:33	5:39	5:41	5:44	5:47	5:51	5:53	5:55

TCRTA
Tulare County Regional Transit Agency

Route/Ruta: D3 Jefferson School– Rancho Vista– DPW

Friday & Saturday Schedule/ Horarios de viernes y sábado

Route/Ruta: D3 Jefferson School– Rancho Vista– DPW							
Transit Center	Olive Street	Jefferson School	Rancho Vista	Department of Public Works	Platinum Theaters	Rabobank	Transit Center
7:33	7:39	7:41	7:44	7:47	7:51	7:53	7:55
8:33	8:39	8:41	8:44	8:47	8:51	8:53	8:55
9:33	9:39	9:41	9:44	9:47	9:51	9:53	9:55
10:33	10:39	10:41	10:44	10:47	10:51	10:53	10:55
11:33	11:39	11:41	11:44	11:47	11:51	11:53	11:55
12:33	12:39	12:41	12:44	12:47	12:51	12:53	12:55
1:33	1:39	1:41	1:44	1:47	1:51	1:53	1:55
2:33	2:39	2:41	2:44	2:47	2:51	2:53	2:55
3:33	3:39	3:41	3:44	3:47	3:51	3:53	3:55
4:33	4:39	4:41	4:44	4:47	4:51	4:53	4:55
5:33	5:39	5:41	5:44	5:47	5:51	5:53	5:55
6:33	6:39	6:41	6:44	6:47	6:51	6:53	6:55
7:33	7:39	7:41	7:44	7:47	7:51	7:53	7:55
8:33	8:39	8:41	8:44	8:47	8:51	8:53	8:55

Only shaded trips operate on Saturdays. El sábado, solo operan los viajes sombreados.



City of Dinuba: Route D4
Ciudad de Dinuba: Ruta D4

0 0.1 0.2 0.4 0.6 Miles

D4 Bus Stop Dinuba Transit Center

N

TCRTA
Tulare County Regional Transit Agency

Route/Ruta: D4 Walmart- Housing Authority- Delgado Park

Monday-Thursday Schedule/ Horarios de lunes a jueves

Route/Ruta: D4 Walmart– Housing Authority– Delgado Park									
Transit Center	Walmart	Library	Community Center	Gregory Park	Housing Authority	Wilson Elementary	Delgado Park	O Street	Transit Center
7:33	7:36	7:43	7:46	7:50	7:51	7:52	7:53	7:54	7:56
8:33	8:36	8:43	8:46	8:50	8:51	8:52	8:53	8:54	8:56
9:33	9:36	9:43	9:46	9:50	9:51	9:52	9:53	9:54	9:56
10:33	10:36	10:43	10:46	10:50	10:51	10:52	10:53	10:54	10:56
11:33	11:36	11:43	11:46	11:50	11:51	11:52	11:53	11:54	11:56
12:33	12:36	12:43	12:46	12:50	12:51	12:52	12:53	12:54	12:56
1:33	1:36	1:43	1:46	1:50	1:51	1:52	1:53	1:54	1:56
2:33	2:36	2:43	2:46	2:50	2:51	2:52	2:53	2:54	2:56
3:33	3:36	3:43	3:46	3:50	3:51	3:52	3:53	3:54	3:56
4:33	4:36	4:43	4:46	4:50	4:51	4:52	4:53	4:54	4:56
5:33	5:36	5:43	5:46	5:50	5:51	5:52	5:53	5:54	5:56

TCRTA
Tulare County Regional Transit Agency

Route/Ruta: D4 Walmart- Housing Authority- Delgado Park

Friday & Saturday Schedule/ Horarios de viernes y sábado

Route/Ruta: D4 Walmart– Housing Authority– Delgado Park									
Transit Center	Walmart	Library	Community Center	Gregory Park	Housing Authority	Wilson Elementary	Delgado Park	O Street	Transit Center
7:33	7:36	7:43	7:46	7:50	7:51	7:52	7:53	7:54	7:56
8:33	8:36	8:43	8:46	8:50	8:51	8:52	8:53	8:54	8:56
9:33	9:36	9:43	9:46	9:50	9:51	9:52	9:53	9:54	9:56
10:33	10:36	10:43	10:46	10:50	10:51	10:52	10:53	10:54	10:56
11:33	11:36	11:43	11:46	11:50	11:51	11:52	11:53	11:54	11:56
12:33	12:36	12:43	12:46	12:50	12:51	12:52	12:53	12:54	12:56
1:33	1:36	1:43	1:46	1:50	1:51	1:52	1:53	1:54	1:56
2:33	2:36	2:43	2:46	2:50	2:51	2:52	2:53	2:54	2:56
3:33	3:36	3:43	3:46	3:50	3:51	3:52	3:53	3:54	3:56
4:33	4:36	4:43	4:46	4:50	4:51	4:52	4:53	4:54	4:56
5:33	5:36	5:43	5:46	5:50	5:51	5:52	5:53	5:54	5:56
6:33	6:36	6:43	6:46	6:50	6:51	6:52	6:53	6:54	6:56
7:33	7:36	7:43	7:46	7:50	7:51	7:52	7:53	7:54	7:56
8:33	8:36	8:43	8:46	8:50	8:51	8:52	8:53	8:54	8:56

On Saturdays, only shaded trips operate. / El sábado, solo operan los viajes sombreado.

Sierra Management's Contribution

1. SM Transit provides a comprehensive medical insurance plan for eligible employees and their dependents. After a completion of 30 days of continuous employment, full-time and part-time employees may become eligible for a medical insurance plan. SM Transit pays the first $100 towards the monthly medical plan premium. In the event of an increase in medical insurance premium rates, all employees may be required to contribute to the cost of increased premiums to retain coverage. Details about medical insurance coverage are available in a separate publication distributed by the personnel office.

2. SM transit provides a 401K plan for eligible employees to assist in planning for their retirement. SM Transit will match up 4 percent of gross wages. For information regarding eligibility, contributions, benefits, and tax status, contact the operations manager or CEO. All eligible participants will receive a summary plan description.

3. Personal Leave

A personal leave of absence without pay may be granted at the discretion of SM Transit. Requests for personal leave should be limited to unusual circumstances requiring an absence of longer than two weeks. Approved personal absences of shorter duration are not normally treated as leaves, but rather as excused absences without pay.

Sick Leave (Hourly)

Sick leave is a form of insurance that employees accumulate in order to provide a cushion for incapacitation due to illness. It is intended to be used only when actually required to recover from illness or injury; sick leave is not for "personal" absences. Time off for medical and dental appointments will be treated as sick leave. SM Transit will not tolerate abuse or misuse of your sick leave privilege.

You accrue paid sick leave at the rate of .03 hours accrued per hour paid. An employee who is scheduled to and does work 40 hours per week will normally accrue five working days in twelve months of continuous employment.

Sick leave must be taken within the year following accrual. Earned sick leave accrues to a maximum of 10 working days. No additional sick leave will be earned until accrued vacation time is used. Employees are responsible for tracking their accrued vacation time.

In the event an employee is unable to work his/her scheduled shift due to illness, the employee

must use his/her available sick leave time. If an employee does not have any available sick leave, the employee must work his/her scheduled shift or may be disciplined up to termination.

If you are absent longer than 4 days due to illness, medical evidence of your illness and/or medical certification of your fitness to return to work satisfactory to the Company will be required before returning to work and the Company honors any sick pay requests. SM Transitmay withhold sick pay if it suspects that sick leave has been misused.

Vacation (Hourly)

Regular full-time employees accrue paid vacation in accordance with the following policy:

0-6 months	no accrual
7 months-1 year	2.5 days
2 years and thereafter	5 days per year

Regular full-time and part-time employees do not accrue vacation time during the first six months of employment. No vacation time may be taken until after completion of the first yearof employment.

After completion of the initial six months of continuous employment, full-time and part-time employees begin to accrue vacation time at the rate of 0:01:10 hours per hour worked. An employee who is scheduled to and does work 40 hours per week will normally accrue two anda half working days in the second six months of continuous employment.

In the second, third, and years thereafter of continuous employment, full-time employees willaccrue vacation time at the rate of 0:01:10 hours per hour worked. An employee who is scheduled to and does work 40 hours per week will normally accrue 5 working days or 40 hours vacation time in the second, third, and years thereafter of employment.

SM Transit encourages employees to take vacation annually. Vacation time must be taken within the year following accrual. Earned vacation time accrues to a maximum of 10 workingdays. No additional vacation will be earned until accrued vacation time is used. Employees are responsible for tracking their accrued vacation time.

Vacations shall be scheduled to provide adequate coverage of job responsibilities and staffing requirements. The general manager or operations manager will make final determinations andmust approve your vacation schedule in advance.

County
Route C10

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
C10		Visalia Transit center	-119.289	36.332				
C10		Clinic	-119.297	36.353				
C10		Mountain Mikes	-119.297	36.354				
C10		Vallarta grocery store S/B	-119.297	36.357	X			
C10		McDonald's	-119.297	36.357				
C10		Spirit gas	-119.297	36.381				
C10		Tire Shop	-119.297	36.383				
C10		DRC	-119.323	36.437	X			
C10		Bob wiley detention center	-119.323	36.457				
C10		Bob wiley detention facility bench	-119.322	36.444				
C10		Tulare County Superior Court and Pre-Trial Facility (Bob Wiley)	-119.322	36.457				
C10		Justice complex	-119.323	36.459	X			
C10		Learning Center	-119.259	36.486				
C10		Stone Corral	-119.223	36.485	X	X		
C10		Rd. 128 & School Ave NB and SB	-119.287	36.524				
C10		Rd. 128 & School Ave	-119.287	36.524				
C10		Ledbette Park	-119.287	36.531	X			
C10		Ledbetter Park	-119.287	36.528	X			
C10		Dollar General			X			
C10		Rd 128 & Ira Sand Creek			X			
C10		Midway Market	-119.287	36.537	X			
C10		Kwik gas	-119.287	36.540	X			
C10		Post office	-119.339	36.545	X	X		
C10		Ave 416 & Lone Rd	-119.261	36.545	X			
C10		R-N market	-119.289	36.545	X	X		
C10		R-N Market	-119.287	36.545	X	X		
C10		Orosi library EB	-119.290	36.545				
C10		Cutler Orosi School Dist Off.			X			
C10		Kaspians liquor	-119.293	36.545				
C10		Kaspians liquor	-119.294	36.545				
C10		Orosi Market and Deli	-119.297	36.545	X	X		
C10		Orosi Mart & Deli	-119.297	36.545				
C10		Sultana Post Office WB			X			
C10		Sultana Post Office EB			X			
C10		Ave 416 & Rd 104	-119.340	36.545				
C10		Ave 416 & Rd. 104	-119.340	36.545				
C10		Kmart	-119.369	36.544				
C10		Dinuba Transit center	-119.393	36.542				

County

Route C20

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
C20		Tulare Transit center	-119.346	36.212				
C20		99 food mart	-119.343	36.194				
C20		Hales cottage	-119.342	36.189				
C20		Rd. 96 & Wade Ave	-119.357	36.174				
C20		Canal. & west Addie	-119.349	36.171				
C20		Wade Ave & Canal St	-119.348	36.174	X	X		
C20		Wade & Pratt	-119.358	36.174				
C20		Casa &and E Addie	-119.344	36.171				
C20		Sun & fun RV Park	-119.334	36.153	X			
C20		Titan AG services	-119.313	36.058	X			
C20		Burnett Rd and Klindera	-119.314	36.059	X			
C20		SPDES Hall	-119.309	36.058	X			
C20		Memorial building	-119.306	36.059				
C20		Meat Locker	-119.293	35.971				
C20		Pixley park	-119.295	35.976	X			
C20		Bobs truck & fire station	-119.292	35.973				
C20		Pixley Medical center N/B S/B	-119.292	35.968	X	X		
C20		Main St	-119.293	35.967				
C20		Pixley discount center	-119.293	35.966				
C20		Avenue 80	-119.286	35.935				
C20		Ave 76	-119.284	35.928	X	X		
C20		Avenue 76	-119.285	35.936				
C20		Corea Pallet company	-119.282	35.929				
C20		Supermarcado	-119.268	35.878		X		
C20		Washington Plaza Apartments	-119.268	35.885	X	X		
C20		Church and Sutter	-119.268	35.888				
C20		Autozone	-119.272	35.892	bench			
C20		United health care	-119.272	35.884				
C20		99 cent store	-119.250	35.775				
C20		Delano Transit Center	-119.249	35.771				
C20		Vallarta market	-119.244	35.768				
C20		Sheriffs Department	-119.241	35.762				
C20		Triangle Eye Institute	-119.235	35.762				
C20		Richgrove Food Center	-119.110	35.797	X			

County
Route C30

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
C30		Visalia transit center	-119.289	36.332				
C30		Visalia transit center	-119.288	36.332				
C30		Houston & p; Burke WB	-119.284	36.342				
C30		Houston at Burke EB	-119.283	36.342				
C30		Pho king	-119.277	36.342				
C30		Lovers Lane & Houston (WB)	-119.262	36.342		X		
C30		Lovers Lane & Houston	-119.260	36.342				
C30		Golden Oak School	-119.255	36.342				
C30		Golden west High School	-119.251	36.342				
C30		La Sierra continuation school	-119.274	36.342				
C30		Road 160	-119.216	36.384				
C30		Ivanhoe Rd 160	-119.216	36.384				
C30		Ponding Basin	-119.216	36.391				
C30		Post office	-119.025	36.384		X	X	
C30		Adventist church	-119.218	36.392				
C30		N. Cypress& Hwy 216	-119.106	36.414		X	X	
C30		Dollar general	-119.102	36.414		X		
C30		Dentist	-119.100	36.414				
C30		Woodlake Whitney transit center	-119.098	36.417				
C30		Woodlake City Park	-119.098	36.415				
C30		Woodlake city park	-119.098	36.415				
C30		Casa Mendoza	-118.914	36.428				
C30		Memorial building	-118.878	36.458				

County
Route C40

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
C40		RMA government Plaza.	-119.314	36.277		X		
C40		Office of education planetarium and science center	-119.313	36.269				
C40		Milan Institute TCAT	-119.313	36.270				
C40		Cartmill	-119.313	36.240				
C40		Time out pizza Waterpark	-119.313	36.212				
C40		Hwy 137 & Mooney	-119.312	36.211				
C40		Alpine Vista elementary schoo	-119.303	36.197				
C40		Mission oaks high school	-119.297	36.197				
C40		Tulare COS	-119.281	36.196				
C40		First step nutrition	-119.094	36.204				
C40		Fast trip (Both Directions)	-119.092	36.205	X	X		
C40		Library	-119.089	36.204	X	X		
C40		Lindsay city hall	-119.089	36.203		X		
C40		Sierra express gas	-119.087	36.197	X	X		
C40		Historic murals	-119.087	36.196		bench		
C40		Lindsay Inn	-119.087	36.196				
C40		Strathmore middle school	-119.063	36.149				
C40		Strathmore post office	-119.062	36.148		X		
C40		Post office (SB)	-119.062	36.148		Bench		
C40		Ave 196 and orange belt	-119.061	36.145		X	X	
C40		Transit center Porterville	-119.018	36.067				

County

Route C70

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
C70		Porterville Transit center	-119.018	36.067				
C70		Dmv	-119.008	36.064				
C70		Sierra Veterinary Center	-119.008	36.054				
C70		Plano	-119.008	36.061				
C70		Eagles nest campground	-118.951	36.044				
C70		Park and ride 284 & 190	-118.937	36.048				
C70		Park and ride road 284 and 190	-118.938	36.047				
C70		Baker marine rv storage	-118.928	36.048				
C70		Lake entrance success	-118.899	36.080				
C70		Success Lake	-118.899	36.079				
C70		Gas station	-118.881	36.092				
C70		River island	-118.859	36.103				
C70		Lower globe Dr	-118.838	36.101				
C70		Globe Dr houses	-118.837	36.101				
C70		El Nuevo mexicali	-118.823	36.126				
C70		Springville sequoia dawn	-118.815	36.134				

County
Route C80

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
C80		Porterville Transit center	-119.018	36.067				
C80		Big Stump Trailer Park	-119.017	36.055				
C80		Porterville college	-119.017	36.049				
C80		Cemos auto wrecking	-119.017	36.041				
C80		El tapatio restaurant	-119.026	36.022				
C80		Terra Bella Park	-119.044	35.961		X		
C80		Ave 56 & Carlisle	-119.046	35.892				
C80		Shell Station	-119.051	35.892				
C80		Terra Bella middle school	-119.039	35.957		X		
C80		Veterans building	-119.038	35.962				
C80		Terra Bella fire station	-119.043	35.962		Bench		
C80		Terra Bella post office	-119.045	35.965				

County

Route C90

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
C90		Transit Center	-119.018	36.068				
C90		Olive Ave	-119.024	36.066				
C90		SouthCounty Detention Center	-119.061	36.038		X		
C90		Community Service Center	-119.143	36.056				
C90		Poplar Market	-119.143	36.052				
C90		Auto Parts	-119.143	36.063				
C90		Woodville Child Center	-119.144	36.083				
C90		Altura Clinic	-119.197	36.093		X		
C90		Suhovy's Market & Gas	-119.135	36.138				
C90		Suhovy's Market and Gas	-119.135	36.138				
C90		Family Market	-119.134	36.143		X		
C90		Ave. 196 & Rd. 196 (across from Market)	-119.134	36.145		X		
C90		Sunnyside School	-119.089	36.145				

Dinuba
Route D1

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
D1		Walmart			X		X	
D1		Dollar Tree					X	
D1		St. Michael's						
D1		Tropicana Market			X		X	
D1		Parkside Village			X		X	
D1		Grace & Laughter						
D1		Viscaya & Saginaw						
D1		Viscaya & Gardens						
D1		Roosevelt School						
D1		Taco Bell						

Dinuba
Route D2

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
D2		Dinuba Senior Center					X	
D2		Lincoln School					X	
D2		Nebraska & Dog Park						
D2		Northpark Apartments						
D2		Sierra Village						
D2		Washingtion & JFK Schools			X		X	
D2		Dinuba Downs					X	
D2		United Market			X		X	
D2		Mercantile Row						

Dinuba
Route D3

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
D3		Olive Street						
D3		Jefferson School			X		X	
D3		Rancho Vista						
D3		Depatment of Public Works						
D3		Platinum Theaters			X		X	
D3		Rabobank						

Dinuba

Route D4

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
D4		Walmart			X		X	
D4		Library					X	
D4		Community Center					X	
D4		Gregory Park			X		X	
D4		Housing Authority						
D4		Wilson Elementary			X		X	
D4		Delgado Park						
D4		O Street						

Dinuba

Route Dinuba Connection (DC)

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
DC		Tulare Works			X	X		
DC		Reedley Shopping Center						
DC		Adventist Health Reedley						
DC		Reedley College			X	X		
DC		Palm Village						
DC		Reedley DMV						
DC		Monte Vista/El Monte			X	X		

Porterville

Route P1

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
P1 and P3		Putnam and 3rd	-119.014	36.069				X
P1 and P3		Plano and Murry	-119.010	36.069				X
P1 and P3		Plano and Garden	-119.009	36.067				X
P1		South County Justice Center	-119.012	36.065			X	X
P1		Olive Ave. and D Str.	-119.019	36.065				X
P1		Olive Ave. and H St.	-119.024	36.066				
P1		Olive Ave. and Jaye St.	-119.027	36.066				X
P1		Olive Ave. and Villa St.	-119.030	36.066				X
P1		Olive Ave. and Cottage	-119.033	36.066				X
P1		Olive Ave. and Wisconsin	-119.038	36.066				
P1		Olive Ave. and Dameron	-119.045	36.066			X	X
P1		Town and Country	-119.048	36.066				X
P1		Olive and Lotas	-119.052	36.066				X
P1		Olive Ave. and Salisbury	-119.058	36.066				X
P1		Olive Ave. and Mathew	-119.063	36.066				X
P1		Olive Ave. and Westwood	-119.069	36.066			X	X
P1		Westwood St. and Garden Ave.	-119.071	36.067				X
P1		Westwood St. and W. Putnam Ct.	-119.071	36.069				X
P1		Westwood St. and Morton Ave.	-119.070	36.073				X
P1		Morton Ave. and Argyle	-119.065	36.073			X	X
P1		Morton Ave. and Belmont	-119.058	36.073				
P1		Morton Ave. and Lotas	-119.052	36.073				X
P1		Mission Mobile Homes	-119.048	36.073				X
P1		Morton Ave. and Douglas	-119.042	36.073				X
P1		Morton Ave. and Porter	-119.038	36.073				
P1		N. Indiana and W. Thurman Ave.	-119.035	36.072				
P1		Putnam and Cottage	-119.033	36.070				X
P1		Sierra View Medical Center	-119.028	36.070			X	
P1		Morton Ave. and Pearson Dr.	-119.027	36.073				X
P1		Bartlett Middle School	-119.024	36.073			X	X
P1		Morton Ave. and G St.	-119.021	36.073				X
P1		Porterville Museum	-119.018	36.070				X

Porterville

Route P2

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
P2		Hockett and Thurman	-119.017	36.071				
P2		Main St. and North	-119.017	36.076			X	
P2		Henderson and G St.	-119.023	36.080				X
P2		Henderson and Jaye	-119.026	36.081				X
P2		Henderson and Villa	-119.029	36.081				
P2		Henderson and Indiana	-119.036	36.081			X	X
P2		Henderson at Burger King	-119.040	36.081				X
P2		Henderson and Prospect	-119.045	36.081				
P2		Henderson at Monache High School	-119.048	36.081			X	X
P2		Henderson and Newcomb	-119.052	36.081				X
P2		Henderson and Patsy	-119.056	36.080				X
P2		Henderson and Belmont	-119.059	36.080				X
P2		Henderson and Balmayne	-119.064	36.080				X
P2		Westwood and Henderson	-119.071	36.081			X	X
P2		Westwood and Luisa	-119.071	36.085				X
P2		Westfield and Westwood	-119.070	36.088				
P2		Westfield and Lombardi	-119.066	36.088				X
P2		Westfield and Mathew	-119.062	36.088				X
P2		Westfield and Lu Ann	-119.057	36.088				X
P2		Westfield and Newcomb	-119.053	36.088				X
P2		Westfield and Atkins	-119.047	36.088				X
P2		Westfield and Cobb	-119.042	36.088				X
P2		Westfield and Milo	-119.037	36.088				X
P2		Monte Vista School	-119.032	36.087				X
P2		Main and Highland Dr.	-119.022	36.082				X
P2		Main St. and Danner	-119.019	36.079				X
P2		Main St. and Bellevew	-119.016	36.075			X	X
P1 and P2		Porterville Museum	-119.018495	36.07036				X

Porterville

Route P3

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
P1 and P3		Putnam and 3rd	-119.014	36.069				
P1 and P3		Plano and Murry	-119.010	36.069				
P1 and P3		Plano and Garden	-119.009	36.067				
P3		S. Plano at Vallarta	-119.008	36.064			X	X
P3		S. Plano and Andres	-119.008	36.062				X
P3		E. Date and Plano	-119.007	36.058				X
P3		E. Date and S. Park St.	-119.003	36.058				X
P3		E. Date and Leggett	-118.999	36.058				
P3		E. Date and Ruth	-118.993	36.058				X
P3		E. Springville and W St.	-118.989	36.055				
P3		E. Springville and Conner	-118.986	36.055				X
P3		E. Springville and S. Sunset St.	-118.982	36.055				
P3		E. Springville and E. Success Dr.	-118.976	36.055				X
P3		E. Springville and Page	-118.972	36.055				X
P3		E. Springville and Bennett St.	-118.967	36.055				X
P3		Doyle and E. Springville	-118.964	36.055				X
P3		Alta Vista School	-118.966	36.059				X
P3		Crabtree and Page	-118.972	36.059				X
P3		Crabtree and Tulsa	-118.978	36.059				X
P3		Holcomb and Tyler	-118.982	36.060				X
P3		Holcomb and Roby	-118.982	36.062				X
P3		Granit Hills High School	-118.982	36.066			X	X
P3		E. Olive and Conner	-118.987	36.066				X
P3		E. Olive and Hillcrest	-118.990	36.066				X
P3		Crestview and E. Putnam	-118.995	36.069				X
P3		E. Putnam and Leggett	-118.999	36.069				X
P3		E. Putnam and Esther St.	-119.007	36.069				X
P3		E. Putnam and 3rd	-119.013	36.069			X	X

Porterville

Route P4

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
P4		Orange and B St.	-119.014	36.061				X
P4		Santa Fe School	-119.010	36.060				X
P4		S. Plano and River	-119.008	36.057				X
P4		S. Plano and Chase	-119.008	36.054			X	X
P4		Vandalia School	-119.012	36.049				X
P4		Porterville College	-119.017	36.048			X	X
P4		Big Stump Trailer Park	-119.017	36.055				X
P4		S. Main St. and E. Locust Ave.	-119.016	36.060				X
P4		S. Main St. and Vine	-119.016	36.064				X

Porterville

Route P5

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
P5		Burton Elementary School	-119.070	36.073			X	X
P5		D and Thurman	-119.018	36.072				X
P5		Galaxy 9 Theaters	-119.037	36.080			X	
P5		Government Plaza	-119.041	36.080			X	X
P5		Henderson and Balmoral	-119.062	36.080				X
P5		Henderson and Jaye	-119.026	36.080				X
P5		Henderson and Kinsington	-119.068	36.080				X
P5		Henderson and Newcomb	-119.052	36.080			X	
P5		Henderson and Patsy	-119.056	36.080			X	X
P5		Henderson and Villa	-119.030	36.080				X
P5		Henderson at Zalud Park	-119.022	36.080				X
P5		Morton Ave. and Carmelita	-119.029	36.073				X
P5		Morton Ave. and Cottage	-119.032	36.073				X
P5		Morton Ave. and Douglas	-119.042	36.073			X	X
P5		Morton Ave. and El Granito	-119.022	36.073				X
P5		Morton Ave. and Gary	-119.066	36.073				X
P5		Morton Ave. and Kessing	-119.025	36.073				X
P5		Morton Ave. and Mathew	-119.062	36.073				X
P5		Morton Ave. and Newcomb	-119.052	36.073			X	X
P5		Morton Ave. and Prospect	-119.045	36.073			X	X
P5		Morton Ave. and Salisbury	-119.057	36.073				X
P5		Social Security Office	-119.037	36.073			X	X
P5		Target Shopping Center	-119.046	36.080			X	X
P5		Westwood and Kanai	-119.071	36.077				X
P5		Westwood and Kings Cross Way	-119.071	36.079				X

Porterville

Route P6

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
P6		Putnam and G St.	-119.023	36.070				X
P6		Sierra View Medical Center	-119.026	36.069			X	X
P6		Jaye St. and Orange	-119.026	36.061				X
P6		Jaye St. and Springville	-119.026	36.056				X
P6		W. Springville Drive	-119.028	36.055				X
P6		W. Springville Drive and Chess Terrace	-119.033	36.055				X
P6		Indiana and Springville	-119.035	36.055				X
P6		W. Vandalia Ave.	-119.034	36.052				X
P6		Lowes Shopping Center	-119.028	36.052			X	
P6		Family Health Care	-119.042	36.051				X
P6		S. Prospect and W. Brown Ave.	-119.044	36.048				X
P6		Holiday Inn Express	-119.025	36.050				X
P6		H St. and Montgomery	-119.023	36.051			X	
P6		Home Depot	-119.026	36.054				X
P6		Jaye St. and Date	-119.026	36.058			X	X
P6		Orange and G St.	-119.023	36.061				
P6		E St. and Date	-119.020	36.058				X
P6		F St. and Olive Ave.	-119.021	36.065				X

Tulare

Route T1

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
T1		M & Pleasant	-119.344	36.219				X
T1		Regional Med. Ctr.	-119.338	36.222				X
T1		E. Merritt & Blackstone	-119.334	36.222				
T1		Vallarta	-119.337	36.224	X		X	
T1		Merritt & Tulare Nursing Rehab	-119.338	36.222				
T1		E. Prosperity & M Street	-119.345	36.226				X
T1		W. Prosperity & J Street	-119.351	36.226				X
T1		Sports Park	-119.359	36.226				X
T1		Prosperity & West	-119.366	36.226				
T1		Milner & Martino & Cochran	-119.374	36.223				X
T1		Milner & Tyson	-119.374	36.219				X
T1		Pleasant School	-119.373	36.218				X
T1		Pleasant & West	-119.366	36.218				
T1		Pleasant & A	-119.360	36.218				
T1		E & Pleasant	-119.357	36.218				
T1		Maple School	-119.356	36.214	X		X	
T1		Cross & G	-119.353	36.212				

Tulare

Route T2

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
T2		L & Tulare	-119.345	36.209				
T2		O & Kern	-119.341	36.207				
T2		Martin Luther King & O St.	-119.340	36.202				
T2		Martin Luther King & R & S	-119.335	36.202	X			
T2		Martin Luther King & T & U	-119.332	36.202	X		X	
T2		Bardsley & Irwin	-119.318	36.197				
T2		Bardsley at Mooney	-119.314	36.197				X
T2		Foster Drive & StoreLand	-119.320	36.183	X		X	X
T2		Laspina & Cypress & Cypress School	-119.324	36.187				
T2		Laspina & Levin	-119.324	36.190				
T2		Laspina & Walnut	-119.323	36.193				X
T2		Laspina & Bardsley	-119.322	36.196			X	X
T2		Bardsley & Cardoza	-119.326	36.197				X
T2		Blackstone at Bardsley	-119.331	36.197	X		X	
T2		Blackstone & Sonora & Tulare Garden Apt.	-119.331	36.204	X		X	
T2		Blackstone & Kern & Tulare Cemetary	-119.331	36.206			X	X
T2		Blackstone & Sequoia	-119.331	36.208				
T2		Tulare & N	-119.340	36.209				

Tulare

Route T4

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
T4		Cross & N	-119.343	36.214				
T4		Cross & Cherry & Baptist Church	-119.338	36.215				X
T4		Blackstone & Blackstone Apt.	-119.331	36.217				
T4		Prosperity & Hillman	-119.332	36.225	X		X	
T4		Prosperity at CVS	-119.328	36.226	X		X	
T4		Prosperity & Tractor Supply	-119.318	36.226				X
T4		Target	-119.313	36.224	X		X	X
T4		Cross & Lincoln	-119.317	36.222				X
T4		Cross & Jefferson	-119.323	36.221				
T4		Brentwood & Baywood & Hillcrest	-119.326	36.223				
T4		Prosperity & Chilis	-119.327	36.226	X		X	
T4		Walmart	-119.331	36.228	X		X	
T4		Hillman & Walmart & E. Prosperity	-119.335	36.230	X		X	
T4		Retherford & Tulare Outlet Mall	-119.332	36.229			X	
T4		Leland & Hillman	-119.331	36.227				
T4		Merrit & M & Twin Oaks	-119.344	36.222	X		X	

Tulare

Route T3

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
T3		H & Maple	-119.352	36.215				
T3		Pleasant & H	-119.354	36.218				
T3		Pleasant & F & E	-119.356	36.218				
T3		Pleasant & West Palm Village Apt.	-119.361	36.218			X	
T3		West Ave. & Beaumont & South of	-119.367	36.215				
T3		West Ave. & Cross	-119.367	36.211				
T3		Westside Community Health Clinic	-119.367	36.209			X	
T3		Cross & Califirnia & Santa Fe Trail	-119.361	36.211				
T3		Maple School	-119.356	36.212				
T3		F & Santa Fe Trail	-119.354	36.211				
T3		Senior Center	-119.354	36.208	X		X	
T3		Tulare& E & Tulare Historical Museum	-119.354	36.207				
T3		Tulare & C	-119.357	36.206				X
T3		Tulare & A	-119.360	36.206				
T3		Tulare & Sacramento	-119.363	36.206				
T3		Tulare & Los Angles	-119.365	36.206				
T3		West & Tulare & Palace Market	-119.367	36.206	X		X	X
T3		Inyo & Santa Clara	-119.365	36.204				
T3		Inyo & Howard	-119.361	36.204				X
T3		Inyo & Pratt	-119.358	36.204	X			
T3		Skate Park	-119.349	36.208				

Tulare

Route T5

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
T5		H & Santa Fe Trail	-119.352	36.212				
T5		H & Tulare	-119.351	36.208				
T5		H & Inyo	-119.350	36.205				
T5		Inyo & E	-119.354	36.204				
T5		Pratt & Owens	-119.358	36.202				
T5		Pratt & Alpine	-119.358	36.200				
T5		Bardsley at Pratt	-119.358	36.196				X
T5		Bardsley & E	-119.352	36.196			X	
T5		Oakwood Dr. & E & Parkwood Park	-119.352	36.193				
T5		Vetter & Beachwood	-119.349	36.195				X
T5		Vetter & Bardsley	-119.349	36.196				
T5		K & Bardsley	-119.344	36.196				X
T5		K & Oneal (99 Market)	-119.343	36.194				X
T5		K & Hales Motel	-119.342	36.189				
T5		K & Paige	-119.341	36.183				
T5		K & D&D Auto Dismantling	-119.338	36.174				
T5		K Street at Goodin	-119.337	36.171			X	X
T5		K & Langston Company	-119.340	36.183				X
T5		K & Continental Ave	-119.341	36.185				
T5		K & Levin	-119.342	36.189				
T5		K & Walnut	-119.343	36.193				
T5		Hillman Clinic	-119.343	36.196	X		X	X
T5		O & Bardsley	-119.340	36.198	X			
T5		O & Cedar	-119.340	36.199				
T5		O & MLK Ave.	-119.340	36.202				X
T5		O & Ventura	-119.340	36.205				
T5		City Hall	-119.343	36.207	X		X	X

Tulare

Route T6

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
T6		M & King	-119.344	36.210				
T6		Tulare & Blackstone	-119.332	36.210				X
T6		Tulare & Black Bear Diner	-119.330	36.210				
T6		Tulare & Laspina	-119.326	36.211				
T6		Tulare & Alex Toy ATV	-119.322	36.211				
T6		Tulare & Aronian	-119.317	36.211				
T6		Tulare at Mooney	-119.312	36.211	X		X	
T6		Morrison & Bardsley	-119.303	36.197				X
T6		COS Tulare	-119.281	36.196	X	X		X
T6		Bardsley & Mission Oaks	-119.297	36.197	X			X
T6		Bardsley & Nelder Grove	-119.310	36.197				
T6		Bardsley & Irwin	-119.318	36.197				X
T6		Laspina & Cardoza	-119.322	36.199				
T6		Laspina & Alpine	-119.322	36.202				
T6		Kohn School	-119.322	36.204				
T6		Laspina & Eastbrook	-119.322	36.207				X
T6		Tulare & Lane	-119.326	36.211	X			X

Tulare

Route 11X

Route	Stop #	Stop Name	Point X	Point Y	Trash Can	Shelter	PV Shelter	Pole Lighting
11X		Noble & Mooney	-119.313	36.326	X		X	
11X		Visalia Transit Center & Oak	-119.289	36.332	X		X	
11X		Mineral King & Mooney	-119.313	36.328	X		X	

TCRTA
Fleet Inventory

Transit Agency Name	Yard Location	Service Mode	Vehicle ID	Manufacture Year	Age	ULB	ULB Left	Purchase Price	Actual Value	Make	Model	Type	Length (ft.)	Fuel Type	Bus Status	Odometer Reading (miles)
County	Central Yard (County)	Commuter	7130	2011	11	10	-1	$ 150,000.00	$ 13,636.36	Chevrolet	4500	Cutaway	25	CNG	Active	345,985
County	Central Yard (County)	Commuter	7131	2011	11	10	-1	$ 150,000.00	$ 13,636.36	Ford	E450	Cutaway	25	CNG	Active	302,764
County	Central Yard (County)	Commuter	7132	2011	11	10	-1	$ 150,000.00	$ 13,636.36	Chevrolet	4500	Cutaway	25	CNG	Active	417,295
County	Central Yard (County)	Commuter	7133	2012	10	10	0	$ 150,000.00	$ 15,000.00	Ford	F-550	Cutaway	32	CNG	Active	489,741
County	Central Yard (County)	Commuter	7134	2012	10	10	0	$ 150,000.00	$ 15,000.00	Ford	F-550	Cutaway	32	CNG	Active	520,792
County	Central Yard (County)	Commuter	7135	2012	10	10	0	$ 150,000.00	$ 15,000.00	Ford	F-550	Cutaway	32	CNG	Active	496,327
County	Central Yard (County)	Commuter	7136	2012	10	10	0	$ 150,000.00	$ 15,000.00	Ford	F-550	Cutaway	32	CNG	Active	519,577
County	Central Yard (County)	Commuter	7137	2012	10	10	0	$ 150,000.00	$ 15,000.00	Ford	E450	Cutaway	32	CNG	Active	226,328
County	Central Yard (County)	Commuter	7138	2014	8	10	2	$ 150,000.00	$ 18,750.00	Ford	F-550	Cutaway	32	CNG	Active	149,978
County	Central Yard (County)	Commuter	7139	2018	4	10	6	$ 150,000.00	$ 37,500.00	Ford	F-550	Cutaway	32	CNG	Active	204,756
County	Central Yard (County)	Commuter	7140	2018	4	10	6	$ 150,000.00	$ 37,500.00	Ford	F-550	Cutaway	32	CNG	Active	148,008
County	Central Yard (County)	Commuter	7141	2021	1	14	13	$ 350,000.00	$ 350,000.00	El Dorado	Axxess	Bus	32	CNG	Active	964
County	Central Yard (County)	Commuter	7142	2021	1	14	13	$ 350,000.00	$ 350,000.00	El Dorado	Axxess	Bus	32	CNG	Active	421
County	Central Yard (County)	Commuter	7143	2021	1	14	13	$ 350,000.00	$ 350,000.00	El Dorado	Axxess	Bus	32	CNG	Active	374
County	Central Yard (County)	Local/Circulator	7105	2011	11	10	-1	$ 150,000.00	$ 13,636.36	Ford	F-550	Cutaway	32	Gasoline	Active	231,235
County	Central Yard (County)	Local/Circulator	7106	2011	11	10	-1	$ 150,000.00	$ 13,636.36	Ford	F-550	Cutaway	32	Gasoline	Active	232,265
County	Central Yard (County)	Local/Circulator	7109	2009	13	10	-3	$ 150,000.00	$ 11,538.46	Chevrolet	C5500	Cutaway	32	Gasoline	Active	344,949
County	Central Yard (County)	Local/Circulator	7116	2009	13	10	-3	$ 150,000.00	$ 11,538.46	GMC	AeroElite 290	Cutaway	32	CNG	Active	796,277
County	Central Yard (County)	Local/Circulator	7117	2009	13	10	-3	$ 150,000.00	$ 11,538.46	GMC	C5500	Cutaway	32	CNG	Active	814,630
County	Central Yard (County)	Local/Circulator	7118	2009	13	10	-3	$ 150,000.00	$ 11,538.46	GMC	C5500	Cutaway	32	CNG	Active	750,165
County	Central Yard (County)	Local/Circulator	7120	2009	13	10	-3	$ 150,000.00	$ 11,538.46	GMC	C5500	Cutaway	32	CNG	Active	777,388
County	Central Yard (County)	Local/Circulator	7122	2009	13	10	-3	$ 150,000.00	$ 11,538.46	GMC	GMC	Cutaway	32	CNG	Active	815,347
County	Central Yard (County)	Local/Circulator	7123	2009	13	10	-3	$ 150,000.00	$ 11,538.46	GMC	C5500	Cutaway	32	CNG	Active	726,357
County	Central Yard (County)	Local/Circulator	7124	2009	13	10	-3	$ 150,000.00	$ 11,538.46	GMC	C5500	Cutaway	32	CNG	Active	781,211
County	Central Yard (County)	Local/Circulator	7125	2008	14	10	-4	$ 150,000.00	$ 10,714.29	GMC	GMC	Cutaway	35	Gasoline	Active	310,686
County	Central Yard (County)	Local/Circulator	7126	2008	14	10	-4	$ 150,000.00	$ 10,714.29	GMC	C5500	Cutaway	35	Gasoline	Active	288,494
County	Central Yard (County)	Local/Circulator	7127	2011	11	10	-1	$ 150,000.00	$ 13,636.36	Chevrolet	4500	Cutaway	25	CNG	Active	425,962
County	Central Yard (County)	Local/Circulator	7129	2011	11	10	-1	$ 150,000.00	$ 13,636.36	Ford	E450	Cutaway	25	CNG	Active	300,864
Dinuba	North Yard (Dinuba)	ADA Paratransit	15	2019	3	10	7	$ 150,000.00	$ 50,000.00	Ford	Entourage	Cutaway	32	CNG	Active	18,664
Dinuba	North Yard (Dinuba)	ADA Paratransit	14	2019	3	10	7	$ 150,000.00	$ 50,000.00	Ford	AeroTech	Cutaway	25	CNG	Active	36,096
Dinuba	North Yard (Dinuba)	ADA Paratransit	12	2016	6	10	4	$ 150,000.00	$ 25,000.00	Ford	AeroTech	Cutaway	25	CNG	Active	148,485
Dinuba	North Yard (Dinuba)	ADA Paratransit	10	2014	8	10	2	$ 150,000.00	$ 18,750.00	Ford	AeroTech	Cutaway	25	Gasoline	Active	119,460
Dinuba	North Yard (Dinuba)	ADA Paratransit	9	2012	10	10	0	$ 150,000.00	$ 15,000.00	Ford	AeroElite	Cutaway	33	CNG	Active	278,880
Dinuba	North Yard (Dinuba)	ADA Paratransit	8	2016	6	10	4	$ 150,000.00	$ 25,000.00	Ford	AeroTech	Cutaway	25	CNG	Active	252,175
Dinuba	North Yard (Dinuba)	ADA Paratransit	7	2011	11	10	-1	$ 150,000.00	$ 13,636.36	Ford	AeroTech	Cutaway	25	CNG	Active	243,824
Dinuba	North Yard (Dinuba)	ADA Paratransit	3	2017	5	10	5	$ 150,000.00	$ 30,000.00	Ford	AeroTech	Cutaway	25	CNG	Active	65,654
Porterville	South Yard (Porterville)	ADA Paratransit	8111	2019	3	8	5	$ 60,000.00	$ 20,000.00	Braun	Entervan	Minivan	10	Gasoline	Active	24,219
Porterville	South Yard (Porterville)	ADA Paratransit	8110	2019	3	8	5	$ 60,000.00	$ 20,000.00	Braun	Entervan	Minivan	10	Gasoline	Active	18,970
Porterville	South Yard (Porterville)	ADA Paratransit	8109	2019	3	8	5	$ 60,000.00	$ 20,000.00	Braun	Entervan	Minivan	10	Gasoline	Active	22,277
Porterville	South Yard (Porterville)	ADA Paratransit	8108	2019	3	8	5	$ 60,000.00	$ 20,000.00	Braun	Entervan	Minivan	10	Gasoline	Active	20,393
Porterville	South Yard (Porterville)	ADA Paratransit	8107	2019	3	8	5	$ 60,000.00	$ 20,000.00	Braun	Entervan	Minivan	10	Gasoline	Active	22,028
Porterville	South Yard (Porterville)	ADA Paratransit	8189	2013	9	10	1	$ 150,000.00	$ 16,666.67	Champion	EZ Street	Cutaway	25	CNG	Emergency/Contingency	73,105
Porterville	South Yard (Porterville)	ADA Paratransit	8188	2013	9	10	1	$ 150,000.00	$ 16,666.67	Champion	EZ Street	Cutaway	25	CNG	Emergency/Contingency	93,852
Porterville	South Yard (Porterville)	ADA Paratransit	8187	2013	9	10	1	$ 150,000.00	$ 16,666.67	Champion	EZ Street	Cutaway	25	CNG	Emergency/Contingency	90,392
Porterville	South Yard (Porterville)	ADA Paratransit	8184	2009	13	10	-3	$ 150,000.00	$ 11,538.46	Starcraft	Allstar Type 3	Cutaway	25	Diesel	Emergency/Contingency	145,545
Porterville	South Yard (Porterville)	Local/Circulator	8209	2018	4	14	10	$ 950,000.00	$ 237,500.00	GreenPower	EV350	Bus	40	Electricity	Active	3,046
Porterville	South Yard (Porterville)	Local/Circulator	8208	2018	4	14	10	$ 950,000.00	$ 237,500.00	GreenPower	EV350	Bus	40	Electricity	Active	7,211
Porterville	South Yard (Porterville)	Local/Circulator	8207	2018	4	14	10	$ 950,000.00	$ 237,500.00	GreenPower	EV350	Bus	40	Electricity	Active	3,222
Porterville	South Yard (Porterville)	Local/Circulator	8206	2018	4	14	10	$ 950,000.00	$ 237,500.00	GreenPower	EV350	Bus	40	Electricity	Active	7,198
Porterville	South Yard (Porterville)	Local/Circulator	8205	2018	4	14	10	$ 950,000.00	$ 237,500.00	GreenPower	EV350	Bus	40	Electricity	Active	13,172
Porterville	South Yard (Porterville)	Local/Circulator	8204	2018	4	14	10	$ 950,000.00	$ 237,500.00	GreenPower	EV350	Bus	40	Electricity	Active	8,245
Porterville	South Yard (Porterville)	Local/Circulator	8203	2018	4	14	10	$ 950,000.00	$ 237,500.00	GreenPower	EV350	Bus	40	Electricity	Active	16,024
Porterville	South Yard (Porterville)	Local/Circulator	8202	2018	4	14	10	$ 950,000.00	$ 237,500.00	GreenPower	EV350	Bus	40	Electricity	Active	15,851
Porterville	South Yard (Porterville)	Local/Circulator	8201	2018	4	14	10	$ 950,000.00	$ 237,500.00	GreenPower	EV350	Bus	40	Electricity	Active	14,209
Porterville	South Yard (Porterville)	Local/Circulator	8200	2018	4	14	10	$ 950,000.00	$ 237,500.00	GreenPower	EV350	Bus	40	Electricity	Active	25,850
Porterville	South Yard (Porterville)	Local/Circulator	8193	2015	7	14	7	$ 450,000.00	$ 64,285.71	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	350,997
Porterville	South Yard (Porterville)	Local/Circulator	8192	2015	7	14	7	$ 450,000.00	$ 64,285.71	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	363,648
Porterville	South Yard (Porterville)	Local/Circulator	8191	2013	9	14	5	$ 450,000.00	$ 50,000.00	El Dorado	E-Z Rider II	Bus	32	CNG	Active	429,842
Porterville	South Yard (Porterville)	Local/Circulator	8190	2013	9	14	5	$ 450,000.00	$ 50,000.00	El Dorado	E-Z Rider II	Bus	32	CNG	Active	405,986
Porterville	South Yard (Porterville)	Local/Circulator	8179	2010	12	14	2	$ 450,000.00	$ 37,500.00	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	489,346
Porterville	South Yard (Porterville)	Local/Circulator	8178	2010	12	14	2	$ 450,000.00	$ 37,500.00	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	529,237
Porterville	South Yard (Porterville)	Local/Circulator	8177	2010	12	14	2	$ 450,000.00	$ 37,500.00	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	491,714
Porterville	South Yard (Porterville)	Local/Circulator	8176	2010	12	14	2	$ 450,000.00	$ 37,500.00	El Dorado	EZ Rider II MAX	Bus	32	CNG	Active	516,042
Porterville	South Yard (Porterville)	Local/Circulator	8175	2010	12	14	2	$ 450,000.00	$ 37,500.00	El Dorado	E-Z Rider II Max	Bus	32	CNG	Active	502,077
Porterville	South Yard (Porterville)	Local/Circulator	8171	2007	15	14	-1	$ 450,000.00	$ 30,000.00	El Dorado	EZ Rider II Max	Bus	32	CNG	Emergency/Contingency	439,520
Porterville	South Yard (Porterville)	Local/Circulator	8170	2007	15	14	-1	$ 450,000.00	$ 30,000.00	El Dorado	EZ Rider II Max	Bus	32	CNG	Emergency/Contingency	430,100
Porterville	South Yard (Porterville)	Local/Circulator	8169	2007	15	14	-1	$ 450,000.00	$ 30,000.00	El Dorado	EZ Rider II Max	Bus	32	CNG	Emergency/Contingency	411,950
Porterville	South Yard (Porterville)	Local/Circulator	8168	2007	15	14	-1	$ 450,000.00	$ 30,000.00	El Dorado	E-Z Rider II Max	Bus	32	CNG	Emergency/Contingency	437,385
Porterville	South Yard (Porterville)	On-Demand	8183	2008	14	8	-6	$ 60,000.00	$ 4,285.71	Chevrolet	Amerivan	Minivan	10	Gasoline	Emergency/Contingency	138,605
Porterville	South Yard (Porterville)	On-Demand	8173	2007	15	8	-7	$ 60,000.00	$ 4,000.00	Chevrolet	Uplander	Minivan	10	Gasoline	Emergency/Contingency	156,142
Porterville	South Yard (Porterville)	On-Demand	8172	2007	15	8	-7	$ 60,000.00	$ 4,000.00	Chevrolet	Uplander	Minivan	10	Gasoline	Emergency/Contingency	131,488
Porterville	South Yard (Porterville)	On-Demand	8167	2006	16	8	-8	$ 60,000.00	$ 3,750.00	Chevrolet	Uplander	Minivan	10	Gasoline	Active	125,918
Porterville	South Yard (Porterville)	On-Demand	8106	2019	3	8	5	$ 60,000.00	$ 20,000.00	Braun	Entervan	Minivan	10	Gasoline	Active	1,807
Porterville	South Yard (Porterville)	On-Demand	8105	2019	3	8	5	$ 60,000.00	$ 20,000.00	Braun	Entervan	Minivan	10	Gasoline	Active	3,925
Porterville	South Yard (Porterville)	On-Demand	8104	2019	3	8	5	$ 60,000.00	$ 20,000.00	Braun	Entervan	Minivan	10	Gasoline	Active	2,564
Porterville	South Yard (Porterville)	On-Demand	8103	2019	3	8	5	$ 60,000.00	$ 20,000.00	Braun	Entervan	Minivan	10	Gasoline	Active	7,361
Porterville	South Yard (Porterville)	On-Demand	8123	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	2,818
Porterville	South Yard (Porterville)	On-Demand	8122	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	5,547
Porterville	South Yard (Porterville)	On-Demand	8121	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	5,535
Porterville	South Yard (Porterville)	On-Demand	8120	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	1,859
Porterville	South Yard (Porterville)	On-Demand	8119	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	3,937
Porterville	South Yard (Porterville)	On-Demand	8118	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	3,077
Porterville	South Yard (Porterville)	On-Demand	8117	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	6,480
Porterville	South Yard (Porterville)	On-Demand	8116	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	3,388
Porterville	South Yard (Porterville)	On-Demand	8115	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	2,427
Porterville	South Yard (Porterville)	On-Demand	8114	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	6,157
Porterville	South Yard (Porterville)	On-Demand	8113	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	7,313
Porterville	South Yard (Porterville)	On-Demand	8112	2020	2	8	6	$ 170,000.00	$ 85,000.00	Ford	Transit	Shuttle Van	25	Electricity	Active	4,507
Tulare	Central Yard (County)	ADA Paratransit	2039	2017	5	8	3	$ 60,000.00	$ 12,000.00	Dodge	Caravan	Minivan	10	Gasoline	Active	65,784
Tulare	Central Yard (County)	ADA Paratransit	2040	2017	5	8	3	$ 60,000.00	$ 12,000.00	Dodge	Dodge	Minivan	10	Gasoline	Active	63,352
Tulare	Central Yard (County)	Local/Circulator	2038	2019	3	14	11	$ 400,000.00	$ 133,333.33	Gillig	Low Floor	Bus	35	CNG	Active	124,616
Tulare	Central Yard (County)	Local/Circulator	2037	2019	3	14	11	$ 400,000.00	$ 133,333.33	Gillig	Low Floor	Bus	35	CNG	Active	118,522
Tulare	Central Yard (County)	Local/Circulator	2036	2014	8	10	2	$ 150,000.00	$ 18,750.00	Ford	Allstar	Cutaway	25	CNG	Active	145,179
Tulare	Central Yard (County)	Local/Circulator	2035	2008	14	10	-4	$ 150,000.00	$ 10,714.29	Ford	Allstar	Cutaway	25	CNG	Active	142,844
Tulare	Central Yard (County)	Local/Circulator	2034	2017	5	10	5	$ 150,000.00	$ 30,000.00	Ford	E450	Cutaway	25	Gasoline	Active	135,777
Tulare	Central Yard (County)	Local/Circulator	2033	2017	5	10	5	$ 150,000.00	$ 30,000.00	Ford	E450	Cutaway	25	Gasoline	Active	164,132
Tulare	Central Yard (County)	Local/Circulator	2032	2009	13	10	-3	$ 150,000.00	$ 11,538.46	Ford	E350	Cutaway	25	Gasoline	Active	379,892
Tulare	Central Yard (County)	Local/Circulator	2031	2015	7	14	7	$ 400,000.00	$ 57,142.86	Gillig	Low Floor	Bus	35	CNG	Active	431,549
Tulare	Central Yard (County)	Local/Circulator	2030	2015	7	14	7	$ 400,000.00	$ 57,142.86	Gillig	Low Floor	Bus	35	CNG	Active	441,336
Tulare	Central Yard (County)	Local/Circulator	2029	2015	7	14	7	$ 400,000.00	$ 57,142.86	Gillig	Low Floor	Bus	35	CNG	Active	401,628
Tulare	Central Yard (County)	Local/Circulator	2028	2015	7	14	7	$ 400,000.00	$ 57,142.86	Gillig	Low Floor	Bus	35	CNG	Active	419,000
Tulare	Central Yard (County)	Local/Circulator	2027	2009	13	14	1	$ 300,000.00	$ 23,076.92	Blue Bird	Low Floor	Bus	35	CNG	Active	527,660
Tulare	Central Yard (County)	Local/Circulator	2010	2007	15	10	-5	$ 150,000.00	$ 10,000.00	Ford	E450	Cutaway	25	Gasoline	Active	529,948
Woodlake	South Yard (Porterville)	ADA Paratransit	63	2011	11	10	-1	$ 150,000.00	$ 13,636.36	Ford	STARTRANS	Cutaway	25	Gasoline	Active	114,606
Woodlake	South Yard (Porterville)	ADA Paratransit	62	2002	20	10	-10	$ 150,000.00	$ 7,500.00	Ford	STARTRANS	Cutaway	25	Gasoline	Active	119,426
Woodlake	South Yard (Porterville)	ADA Paratransit	61	2006	16	10	-6	$ 150,000.00	$ 9,375.00	Ford	STARTRANS	Cutaway	25	Gasoline	Active	11,450
							Total Value	**$ 28,940,000.00**	**$ 6,527,801.91**							

Porterville Transit Center	**$30,000,000**
Tulare Transit Center	**$25,000,000**
Dinuba Transit Center	**$15,000,000**
County Yard (Central Yard)	**$50,000,000**

TULARE COUNTY REGIONAL TRANSIT AGENCY
CONTRACT ADDENDUM

PROJECT TITLE:	Transit Operations Services
RFP NO:	2021-01
ADDENDUM NO:	7
ISSUED:	3/3/2022

The Tulare County Regional Transit Agency is issuing this Addendum to respond to questions raised by parties interested in the Request for Proposals named above (the "RFP").

This Addendum constitutes an integral part of the RFP and shall be read in conjunction with the RFP. Where inconsistent with the original RFP, or any pervious Addendum to the RFP, this Addendum shall govern. Unless specifically changed herein, all other requirements and provisions of the RFP remain unchanged and can only be modified if in writing by the Tulare County Regional Transit Agency. It is the responsibility of all Proposers to conform to this Addendum.

1. Projected Revenue Hours and Miles

TCRTA's updated projected annual revenue hours and miles can be found in the tables below. **Revenue hours and miles reflected in the tables below are not a contractual guarantee, only an estimate.** Regional On-Demand service is in the planning stages and service hours are dependent on vehicle availability and service adoption. Due to the ongoing COVID-19 pandemic service hours may be reduced and some services may be suspended or eliminated**. Proposers will be paid for actual hours and miles performed not for estimates as stated below.** Revenue hours and miles may vary by 20% and proposals should hold constant hourly, miles, and fixed rates within that fluctuation throughout the contract performance period and any optional years. TCRTA will notify Proposer of additional service revisions or changes at least 60 days prior to the change(s).

If at any time, changes to the entire service are greater than 20% overall (not including service changes due to events in the force majeure clause, which are common and may occur at any time), the Proposer may request a contract amendment, in writing to be submitted 30 days prior to the change in service.

Please note the following changes:

Tule River Tribe of California – Discussions regarding 2022 service design for the Tule River Tribe of California are ongoing. Therefore, we have estimated the expected revenue hours for 1 route and 1 vehicle paratransit service. Should any changes be made after contract award, the change order process will be followed. Please note the route has not been developed, but the service hours will be consistent with other local routes (7 am to 7 pm). Vehicles will be housed at the South County Yard (Porterville) and maintained by the City of Porterville.

Projected Revenue Hours Table

FY 2022/23 – FY 2029/30					
Location	**Commuter Route Service Hours**	**Local Route/Circulator Service Hours**	**ADA Paratransit Service Hours**	**On Demand Service Hours**	**LOOP Service Hours**
Dinuba	N/A	12,300	2,000	12,000*	N/A
Exeter	N/A	N/A	N/A	6,000*	N/A
Farmersville	N/A	N/A	N/A	6,000*	N/A
Lindsay	N/A	N/A	450	3,000*	N/A
Porterville	N/A	24,600	2,500	12,000	N/A
Tulare	4,300	24,600	2,500	12,000*	N/A
Woodlake	N/A	N/A	2,000	3,000*	N/A
County	28,800	3,200	N/A	N/A	2,400
Tribe	4,300	N/A	500	N/A	N/A
Total	**37,400**	**64,700**	**9,950**	**54,000**	**2,400**

**New Service Starting July 1, 2022*

"Optional" Projected Revenue Hours Table (Exeter and Farmersville)

FY 2022/23 – FY 2029/30		
Location	**Local Route Service Hours**	**ADA Paratransit Service Hours**
Exeter	5,000	500
Farmersville	8,000	700
Total	**13,000**	**1,200**

Projected Revenue Miles Table (Central Yard Maintenance)

FY 2022/23 – FY 2029/30					
Location	**Commuter Route Service Miles Routes**	**Local Route/Circulator Service Miles**	**ADA Paratransit Service Miles**	**On Demand Service Miles**	**LOOP Service Miles**
Tulare Fleet	156,200	500,000	24,000	100,000	N/A
County Fleet	825,100	74,200	N/A	N/A	1,000
Total	**981,300**	**574,200**	**24,000**	**100,000**	**1,000**

2. Average ADA Paratransit Trips

The current average ADA paratransit trips for Dinuba, Tulare, Porterville, and Woodlake are as follows:

	Avg Weekday	**Avg Weekend**
Dinuba	25-30 per day	4 per day
Tulare	20-25 per day	10-15 per day
Porterville	15-20 per day	10 per day
Woodlake	15 per day	15 per day

END OF ADDENDUM No. 7

/s/ Richard Tree
Executive Director

TULARE COUNTY REGIONAL TRANSIT AGENCY
CONTRACT ADDENDUM

PROJECT TITLE:	Transit Operations Services
RFP NO:	2021-01
ADDENDUM NO:	8
ISSUED:	3/7/2022

The Tulare County Regional Transit Agency is issuing this Addendum to respond to questions raised by parties interested in the Request for Proposals named above (the "RFP").

This Addendum constitutes an integral part of the RFP and shall be read in conjunction with the RFP. Where inconsistent with the original RFP, or any pervious Addendum to the RFP, this Addendum shall govern. Unless specifically changed herein, all other requirements and provisions of the RFP remain unchanged and can only be modified if in writing by the Tulare County Regional Transit Agency. It is the responsibility of all Proposers to conform to this Addendum.

1. Updated Collective Bargaining Agreements

Updated Collective Bargaining Agreements (CBA) have been provided:

- CBA for Teamsters increasing the Maintenance Wage effective July 1, 2023 through June 30, 2026.
- CBA for Teamsters increasing the Driver Wages effective July 1, 2023 through June 30, 2026.
- CBA for ATU increasing the Driver Wages effective July 1, 2023 through June 30, 2026.

END OF ADDENDUM No. 8

/s/ Richard Tree
Executive Director

TENTATIVE AGREEMENT 3/4/2022

BY AND BETWEEN

MV TRANSPORTATION, INC.

Div. 90 Tulare Location

AND

AMALGAMATED TRANSIT UNION,

LOCAL 1027, AFL-CIO, CLC

The undersigned acknowledge and understand that the attached Memorandum of Agreement and Extension agreement are the tentative agreement between the parties, subject to ratification of the membership.

Patrick Domholdt 3/4/2022
Patrick Domholdt Date
MV Transportation, Inc.

Luis Montoya Date
ATU Local 1027

MEMORANDUM OF AGREEMENT & EXTENSION AGREEMENT

This Agreement is entered into by, and between, Amalgamated Transit Union Local No. 1027 ("Union") and MV Transportation, Inc. ("Company").

WHEREAS, the Union and Company are parties to a collective bargaining agreement ("CBA") that expires on June 30, 2023 at the Company's Tulare Division;

WHEREAS, the parties have previously negotiated rates;

WHEREAS, the Company desires to increase the Driver Wage Scale in order to attract and retain employees;

WHEREAS, the Company desires to extend the terms and conditions of the current collective bargaining agreement ("CBA") to June 30, 2026;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. **Effective July 1, 2023, Section 16.1 will read as follows:**

Section 16.1 - Wage Rates
All annual wage increases shall be effective in accordance with the wage tables dates below. Seniority increases shall occur on the employee's anniversary date each year as applicable.

DRIVER WAGES

	6/15/2022	7/1/2023	7/1/2024	7/1/2025
Training	Min Wage	$21.00	$22.00	$23.00
Start	$19.00	$21.00	$22.00	$23.00
After 1 Year	$19.50	$21.50	$22.50	$23.50
After 2 Years	$20.25	$22.25	$23.25	$24.25
After 3 Years	$21.50	$23.50	$24.50	$25.50
After 4 Years	$22.50	$24.50	$25.50	$26.50
After 5 Years	$23.25	$25.25	$26.25	$27.25
After 6 Years	$23.50	$25.50	$26.50	$27.50

DISPATCHER WAGES

	6/15/2022	7/1/2023	7/1/2024	7/1/2025
Start	$20.00	$22.00	$23.00	$24.00
After 1 Year	$20.50	$22.50	$23.50	$24.50
After 2 Years	$21.25	$23.25	$24.25	$25.25
After 3 Years	$22.50	$24.50	$25.50	$26.50

After 4 Years	**$23.50**	**$25.50**	**$26.50**	**$27.50**
After 5 Years	**$24.25**	**$26.25**	**$27.25**	**$28.25**
After 6 Years	**$24.50**	**$26.50**	**$27.50**	**$28.50**

FUELER / SERVICE WORKER WAGES

	6/15/2022	7/1/2023	7/1/2024	7/1/2025
Start	**$16.88**	**$18.88**	**$19.88**	**$20.88**

2. **Effective July 1, 2023, Article 19 will be replaced with the following:**

ARTICLE19
Health/Dental/Vision INSURANCE

Section 19.1 - Designation of Plans:
The Company will offer group Health, Dental and Vision benefits to all qualified employees covered by this agreement. The level of benefits shall be maintained throughout the life of the contract. It is agreed to by the parties that the union may shop for better or more economical health insurance options during the term on this agreement. Implementation of any new plan will only occur by mutual agreement of the parties.

Section 19.2 - Qualified Employee Defined:
A qualified employee shall:

A. Employees shall become qualified to participate in the plan as defined in this Article on the first (1st) day of the month following sixty (60) days of employment with the Company.

B. For purposes of this section a "Qualified Employee" is defined as an employee who is performing work covered by the terms of this Agreement and who is working an average of thirty (30) hours a week as calculated under the terms of the PPACA.

C. The parties agree that initial eligibility under the Trust for each Qualified Employee shall be provided in accordance with the provisions of the ACA.

Section 19.3 - CONTRIBUTIONS

The company shall make a contribution each month toward the Medical insurance coverage for each qualified employee enrolled in the plan in accordance with the table below. The Company

may contribute more than the amounts in the table below in order to remain in compliance with the affordability provisions of the PPACA. The employee shall pay the balance of the premium through payroll deduction.

From July 1, 2023 to December 31st the Company shall maintain the same rates for medical dental and vision coverage. Beginning January 1, 2024, there shall be a 80/20 ER/EE split for all medical insurance plans offered by the Company for all categories (i.e. EE only, EE+1, Family) and the cost of dental and vision plans will be at the cost of the employee.

Section 19.4 - EMPLOYEE ELECTIONS

All employee elections under this Article shall be made in accordance with the plan provisions in effect at the time of election.

3. **Amend Section 20.3 to read as follows:**

Section 20.3 - 401(k) Plan:
Employees may contribute to a pre-tax retirement savings plan the first month following~~after~~ thirty (30) days ~~6 months~~ of Company employment in the following manners. Effective July 1, 2023, the Company will match $.20 for every $1 that the employee defers on the first 6% of the employee's pay the first full pay period following ratification.

4. **Effective July 1, 2023, add the following Section:**

Section 20.9 Bereavement Pay Eligibility:
A non-probationary employee assigned to a classification covered by this agreement shall upon request, be granted up to three (3) days with pay for the Bereavement due to the death of an immediate family member. If the death of an immediate family member occurs out of State the non-probationary employee will be entitled to five (5) days with pay. The company shall have the right to require proof of death of the relative.

The company defines "immediate family" as the employee's spouse or registered domestic partner if pre-designated, including a partner of the same sex, parent, child, sibling; the employee's spouse's parent, child, or sibling; the employee's child's spouse, grandparents or grandchildren and step-parents.

Bereavement pay as provided in this Article shall be paid at the employee's straight-time hourly rate of pay and shall be paid for the number of hours comprising the employee's current run standard.

5. **Effective July 1, 2023, amend Section 20.4 as follows:**

~~Effective July 1, 2007 a~~All employees shall receive 6 hours per month in paid sick leave. Employees may carry over vacation days to the following year. At no time shall the employee have more than one hundred forty-four (144) hours in their sick leave bank. No more vacation may be earned (accrued) until the sick leave balance falls below that level. Any employee having

a balance above one hundred forty-four hours as of July 1, 2023 will not accrue any more sick leave until falling below that level

6. The parties also agree to modify Section 23.1 to extend the term of the CBA through midnight June 30, 2026 instead of June 30, 2023.

7. Except for the above changes, the current agreement including all other terms and conditions for employment remain in full force and effect through the new term of the CBA.

All parties have read and understood this Agreement and acknowledge their understanding and acceptance by signing below.

Patrick Domholdt Date
MV Transportation, Inc.

Luis Montoya Date
ATU Local 1027

TENTATIVE AGREEMENT 3/4/2022

BY AND BETWEEN

MV TRANSPORTATION, INC.

Div. 62/293 Hanford/Dinuba Locations

AND

AMALGAMATED TRANSIT UNION,

LOCAL 1027, AFL-CIO, CLC

The undersigned acknowledge and understand that the attached Memorandum of Agreement and Extension agreement are the tentative agreement between the parties, subject to ratification of the membership.

3/4/2022

Patrick Domholdt Date
MV Transportation, Inc.

Luis Montoya Date
ATU Local 1027

MEMORANDUM OF AGREEMENT & EXTENSION AGREEMENT

This Agreement is entered into by, and between, Amalgamated Transit Union Local No. 1027 ("Union") and MV Transportation, Inc. ("Company").

WHEREAS, the Union and Company are parties to a collective bargaining agreement ("CBA") that expires on June 30, 2023 at the Company's Hanford Division;

WHEREAS, the parties have previously negotiated rates;

WHEREAS, the Company desires to increase the Driver Wage Scale in order to attract and retain employees;

WHEREAS, the Company desires to extend the terms and conditions of the current collective bargaining agreement ("CBA") to June 30, 2026;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. **Effective July 1, 2023, Section 16.1 will read as follows:**

Section 16.1 - Wage Rates
All annual wage increases shall be effective in accordance with the wage tables dates below. Seniority increases shall occur on the employee's anniversary date each year as applicable.

DRIVER WAGES

	6/15/2022	7/1/2023	7/1/2024	7/1/2025
Training	Min Wage	$21.00	$22.00	$23.00
Start	$19.00	$21.00	$22.00	$23.00
After 1 Year	$19.50	$21.50	$22.50	$23.50
After 2 Years	$20.25	$22.25	$23.25	$24.25
After 3 Years	$21.50	$23.50	$24.50	$25.50
After 4 Years	$22.50	$24.50	$25.50	$26.50
After 5 Years	$23.25	$25.25	$26.25	$27.25
After 6 Years	$23.50	$25.50	$26.50	$27.50

DISPATCHER WAGES

	6/15/2022	7/1/2023	7/1/2024	7/1/2025
Start	$20.00	$22.00	$23.00	$24.00
After 1 Year	$20.50	$22.50	$23.50	$24.50
After 2 Years	$21.25	$23.25	$24.25	$25.25

After 3 Years	**$22.50**	**$24.50**	**$25.50**	**$26.50**
After 4 Years	**$23.50**	**$25.50**	**$26.50**	**$27.50**
After 5 Years	**$24.25**	**$26.25**	**$27.25**	**$28.25**
After 6 Years	**$24.50**	**$26.50**	**$27.50**	**$28.50**

2. **Effective July 1, 2023, Article 19 will be replaced with the following:**

ARTICLE19
Health/Dental/Vision INSURANCE

Section 19.1 - Designation of Plans:
The Company will offer group Health, Dental and Vision benefits to all qualified employees covered by this agreement. The level of benefits shall be maintained throughout the life of the contract. It is agreed to by the parties that the union may shop for better or more economical health insurance options during the term on this agreement. Implementation of any new plan will only occur by mutual agreement of the parties.

Section 19.2 - Qualified Employee Defined:
A qualified employee shall:

A. Employees shall become qualified to participate in the plan as defined in this Article on the first (1st) day of the month following sixty (60) days of employment with the Company.

B. For purposes of this section a "Qualified Employee" is defined as an employee who is performing work covered by the terms of this Agreement and who is working an average of thirty (30) hours a week as calculated under the terms of the PPACA.

C. The parties agree that initial eligibility under the Trust for each Qualified Employee shall be provided in accordance with the provisions of the ACA.

Section 19.3 - CONTRIBUTIONS

The company shall make a contribution each month toward the Medical insurance coverage for each qualified employee enrolled in the plan in accordance with the table below. The Company may contribute more than the amounts in the table below in order to remain in compliance with the affordability provisions of the PPACA. The employee shall pay the balance of the premium through payroll deduction.

From July 1, 2023 to December 31st the Company shall maintain the same rates for medical dental and vision coverage. Beginning January 1, 2024, there shall be a 80/20 ER/EE split for all medical insurance plans offered by the Company for all categories (i.e. EE only, EE+1, Family)

and the cost of dental and vision plans will be at the cost of the employee.

Section 19.4 - EMPLOYEE ELECTIONS

All employee elections under this Article shall be made in accordance with the plan provisions in effect at the time of election.

3. **Amend Section 20.2 to read as follows:**

Section 20.2 - 401(k) Plan:
Employees may contribute to a pre-tax retirement savings plan the first day of the month following thirty (30) calendar days of Company employment at their cost subject to the Plan Provisions. Effective July 1, 2023, the Company will match $.20 for every $1 that the employee defers on the first 6% of the employee's pay the first full pay period following ratification.

4. **Effective July 1, 2023, add the following Section:**

Section 20.9 Bereavement Pay Eligibility:
A non-probationary employee assigned to a classification covered by this agreement shall upon request, be granted up to three (3) days with pay for the Bereavement due to the death of an immediate family member. If the death of an immediate family member occurs out of State the non-probationary employee will be entitled to five (5) days with pay. The company shall have the right to require proof of death of the relative.

The company defines "immediate family" as the employee's spouse or registered domestic partner if pre-designated, including a partner of the same sex, parent, child, sibling; the employee's spouse's parent, child, or sibling; the employee's child's spouse, grandparents or grandchildren and step-parents.

Bereavement pay as provided in this Article shall be paid at the employee's straight-time hourly rate of pay and shall be paid for the number of hours comprising the employee's current run standard.

5. **Amend Section 17.1 as follows:**

Section 17.1 - Holidays:
All full-time, No probationary employees who have completed one year of service shall receive eight (8) hours pay for the following holidays:
1. New Year's Day
~~1.~~ Martin Luther King Jr. Day (Effective January 2024)
2.
3. ~~2.~~ Memorial Day
~~2.~~
~~3.~~ ~~3.~~ Independence Day
4.
~~4.~~ ~~4.~~ Labor Day

5.
~~5.~~ ~~5.~~ Thanksgiving Day
6.
7. ~~6.~~ Christmas Day
~~6.~~8. Employee Birthday (Effective July 1, 2023)

6. The parties also agree to modify Section 23.1 to extend the term of the CBA through midnight June 30, 2026 instead of June 30, 2023.

7. Additionally, Section 18.2 shall include the vacation accrual, "10 Year anniversary: 4.62 Hours/Pay Period" which is the current practice that was inadvertently omitted from the current CBA.

8. Except for the above changes, the current agreement including all other terms and conditions of employment remain in full force and effect through the new term of the CBA.

All parties have read and understood this Agreement and acknowledge their understanding and acceptance by signing below.

Patrick Domholdt Date
MV Transportation, Inc.

Luis Montoya Date
ATU Local 1027

MEMORANDUM OF AGREEMENT & EXTENSION AGREEMENT

This Agreement is entered into by, and between, Teamsters Local Union No. 517 ("Union") and MV Transportation, Inc. ("Company").

WHEREAS, the Union and Company are parties to a collective bargaining agreement ("CBA") that expires on June 30, 2023 at the Company's Div. 115 TCAT Division;

WHEREAS, the parties have previously negotiated rates;

WHEREAS, the Company desires to increase the Driver Wage Scale in order to attract and retain employees;

WHEREAS, the Company desires to extend the terms and conditions of the current collective bargaining agreement ("CBA") to June 30, 2026;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. Appendix A – Section 2 TCAT Driver/Dispatcher/Road Supervisor Wage Rates – Effective July 1, 2023 the following Driver and Utility Scales will be implemented:

DRIVER
UTILITY
WAGES

	6/15/2022	7/1/2023	7/1/2024	7/1/2025
Training	Min Wage	$21.00	$22.00	$23.00
Start	$19.00	$21.00	$22.00	$23.00
After 1 Year	$19.50	$21.50	$22.50	$23.50
After 2 Years	$20.25	$22.25	$23.25	$24.25
After 3 Years	$21.50	$23.50	$24.50	$25.50
After 4 Years	$22.50	$24.50	$25.50	$26.50
After 5 Years	$23.25	$25.25	$26.25	$27.25
After 6 Years	$23.50	$25.50	$26.50	$27.50
Utility	$16.88	$18.88	$19.88	$20.88

2. Article XXI Section 1 is modified to extend the term of the CBA through midnight June 30, 2026 instead of June 30, 2023.

3. Except for the above changes, the current agreement including all other terms and conditions of employment remain in full force and effect through the new term of the CBA.

All parties have read and understood this Agreement and acknowledge their understanding and acceptance by signing below.

2/7/2022

Patrick Domholdt Date
MV Transportation, Inc.

2/2/2022

Greg Landers Date
Teamsters Local Union No. 517

MEMORANDUM OF AGREEMENT & EXTENSION AGREEMENT

This Agreement is entered into by, and between, Teamsters Local Union No. 517 ("Union") and MV Transportation, Inc. ("Company").

WHEREAS, the Union and Company are parties to a collective bargaining agreement ("CBA") that expires on June 30, 2023 for the maintenance employees at Divisions Tulare (90), TCAT (115), Hanford (62), KSTA (254);

WHEREAS, the parties have previously negotiated rates;

WHEREAS, the Company desires to increase the Maintenance Wage Scale in order to attract and retain employees;

WHEREAS, the Company desires to extend the terms and conditions of the current collective bargaining agreement ("CBA") to June 30, 2026;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. Appendix 24 Section 24.1– Wage Rates – Effective July 1, 2023 the following Maintenance Scales will be implemented:

Tulare (Div. 90)/TCAT (Div. 115)/Hanford (Div. 62)/Kings Student Tranp. Auth (Div. 254) Scale

Title	6/15/22	7/01/23	7/01/24	7/01/25
"A" Lead	**$40.00**	**$42.00**	**$43.00**	**$44.00**
"A"	**$36.00**	**$38.00**	**$39.00**	**$40.00**
"B"	**$34.00**	**$36.00**	**$37.00**	**$38.00**
"C"	**$32.00**	**$34.00**	**$35.00**	**$36.00**
"C" No Tools	**$24.09**	**$26.09**	**$27.09**	**$28.09**
Parts Clerk	**$17.32**	**$19.32**	**$20.32**	**$21.32**
MH	**$17.32**	**$19.32**	**$20.32**	**$21.32**
Utility (Div. 62)	**$16.88**	**$18.88**	**$19.88**	**$20.88**
GFI Tech (Div. 62)	**$21.71**	**$23.71**	**$24.71**	**$25.71**

2. Article 2 is modified to extend the term of the CBA through midnight June 30, 2026 instead of November 30, 2023.

3. Except for the above changes, the current agreement including all other terms and conditions of employment remain in full force and effect through the new term of the CBA.

All parties have read and understood this Agreement and acknowledge their understanding and acceptance by signing below.

2/7/2022

Patrick Domholdt Date
MV Transportation, Inc.

2/2/2022

Greg Landers Date
Teamsters Local Union No. 517

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Exhibit B – Transdev Proposal

transdev
the mobility company

PROPOSAL TO PROVIDE

Transit Operations Services to **Tulare County Regional Transit Agency**

RFP: 2021-01

2022



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> Transdev has provided excellent service over the years and has been responsive to NVTA's changing demands. Transdev has also been honorable and responsible during contractual negotiations, and I've appreciated Transdev's flexibility as demands change, especially during the emergency response operations and service changes associated with the 2017 and 2019 fires.



Kate Miller
Executive Director
Napa Valley Transportation Authority (NVTA)

transdev
the mobility company

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We highly recommend Transdev as a strong, dependable, and competent partner of our public transportation program. Transdev's quality of work and customer service consistently surpasses our high standards and expectations of contractors. Transdev places high priority on client satisfaction, therefore, their management staff has always been knowledgeable, professional, and responsive to our needs.



Rashida Kamara
Manager of Accessible Services
Central Contra Costa Transit Authority (CCCTA)

transdev
the mobility company

Transmittal Letter

March 17, 2022

Mr. Richard Tree, Executive Director
Tulare County Regional Transit Agency
210 N. Church St., Suite B
Visalia, CA 93291

RE: Request for Proposals No. 2021-01 Transit Operations Services

Dear Mr. Tree,

Transdev Services, Inc. is excited to submit our proposal to partner with Tulare County Regional Transit Agency (TCRTA) and provide fixed route, ADA paratransit, and on-demand operations and vehicle maintenance for your member cities and counties. We are selective regarding which requests for proposals we respond to each year, only engaging with those that we feel are the best fit and will result in successful long-term partnerships. We have developed a comprehensive plan for our proposed collaboration with TCRTA to help the new Authority establish itself as an award-winning transit system and successful consolidation model for other cities to follow.

Transdev recently began operating the newly consolidated services for Stanislaus Regional Transit Authority (StanRTA). This critical, direct experience has guided the development of our proposal to TCRTA, which includes partnership with the incumbent provider Sierra Management (dba SM Transit). Transdev's experience and strength in resources, coupled with the decades of local knowledge and dedication of SM Transit makes us the right choice for TCRTA's future.

Transdev is bidding as the prime contractor for this proposal. We will subcontract services for the South Yard - Porterville Transit, including the services for Woodlake and Tule River Tribe, to SM Transit along with bus stop cleaning/maintenance for the whole TCRTA service area. We are also including Staff Worthy, LLC to provide drug and alcohol testing, furthering our commitment to supporting local businesses and the Tulare County community.

I am authorized to negotiate a contract with TCRTA and bind Transdev to the terms of the proposal. Our proposal will remain valid for a period of not less than 120 days from the date of submittal. If you have questions or would like to schedule a follow-up discussion, please contact me directly at wc.pihl@transdev.com or 707.803.2954; or contact Vice President of Business Development Cristina Russell at 707.474.7784 or via email at cristina.russell@transdev.com.

Sincerely,



W.C. Pihl, Senior Vice President of Business Development
Transdev Services Inc., 720 E. Butterfield Road, Suite 300, Lombard, IL 60148

“At the start of the transition period, it quickly became evident that Transdev had both the background and flexibility to swiftly adapt to the evolving needs of a new service startup. As the first community in the county to introduce a public fixed route transit system, we relied heavily upon Transdev's corporate communication which was comprehensive and frequent. Their team work approach was evident amongst local and regional staff and proved to be key to their ability to modify and implement project plans successfully.



Mike Nunn
Director, Transportation Department
City of Burlington, NC

transdev
the mobility company

Qualifications and Ability to Provide Services Statement

Qualifications and Ability to Provide Services Statement

Executive Summary – Why Select Transdev?



Tulare County Regional Transit Agency's (TCRTA) mission is to deliver clean, sustainable mobility choices that link people, communities, and jobs. This aligns well with Transdev's mission to empower freedom to move for everyone, every day. We understand your goals to improve mobility, increase the quality of service, maximize technology, and increase efficiency for transit services throughout the County. Transdev has developed a thorough operating plan, which includes honoring the value of longtime local business SM Transit through a subcontracting partnership, to help TCRTA deliver this vision.

Transdev will partner with TCRTA to connect the region through the deployment of safe, innovative, and high-quality mobility options. Transdev's approach applies global expertise and extensive resources to TCRTA's services. Our plan is bolstered by a partnership with the local long-term incumbent, SM Transit to ensure continuity of service, provide strong local support, and demonstrate our commitment to the local community. Together, our operations expertise and comprehensive approach will enable TCRTA to build a strong foundation for mobility and provide support as you grow and evolve to meet the changing needs of the region.

We are committed to being a flexible, collaborative partner to successfully work through the challenges presented by a visionary project such as this consolidation. We understand the intricacies of this type of transition and can guide TCRTA through them with expertise and professionalism.

Robust Expertise and Resources for Proactive Contract Management

Transdev has national and global resources available to TCRTA, and direct experience reimagining large transit operations that were previously parsed to separate providers. As a result, we will provide knowledgeable advice, proven best practices, streamlined processes, system efficiencies, leveraged resources, and a consistent mission. Quite simply, we have done this before and will be a valuable resource to you as you embark on this journey.

Transdev offers experienced regional and corporate support and expertise operating contracts of similar size and scope, and a strong local team to properly manage this contract in true partnership with TCRTA. Led by Regional Vice President Ibrahima Toure, Transdev's regional team of transit professionals will support our local TCRTA team, including SM Transit and share best practices from across our over 200 locations.



Ibrahima will oversee the implementation of new technologies and innovations, establish positive working relationships with TCRTA staff, and will be present to conduct quarterly contract reviews. Ibrahima's regional team includes Senior National Director of Maintenance Mark Nicholson, Regional Director of Safety Scott Brace, Regional Recruiter Maribel Gowetski, and Regional Director of Human Resources Kate Riley. This contract will also be supported by many other members of our organization, including VP- Business Development Cristina Russell and other corporate experts in IT, CAD/AVL software, Trapeze paratransit scheduling software, runcutting, and customer service to ensure we are delivering on our commitments to TCRTA.

Understanding the importance of TCRTA's success in its efforts to consolidate these services under one contract, Transdev worked to identify a very experienced General Manager who is skilled at leading change. We are pleased to propose General Manager Les Belton for this role. He will be on-site during the transition period to ensure his involvement as each piece of the project progresses and will meet with TCRTA during the transition and on an ongoing basis weekly (or more often as needed) to discuss service performance, operational strengths, and areas of improvement. This partnership will be especially important as the new consolidated system is established.

Proposed GM Les Belton is a U.S. Army veteran with nearly 15 years of transit experience, serving as GM at our L.A. Metro operation since 2014.

Building a Positive Combined Employee Culture

A positive employee culture drives the success of all operational key performance indicators (KPIs), and by improving the culture, we will improve the passenger experience. Satisfied employees know performance expectations, operating results, and development opportunities, and they enjoy recognition for their achievements. They are reliable, deliver quality customer service, and inspire confidence from passengers. We will create and foster a positive, supportive, and consistent workplace that employees will want to join.

Transdev is committed to supporting and developing our employees throughout their tenure with us. We know the value of investing in our employees for long-term success and the value this investment has on operations and passenger satisfaction. Transdev will use several methods to build a positive employee culture, which will improve employee attendance, retention, and overall job satisfaction.

We offer the following:

A new management team, led by General Manager Les Belton will foster a collaborative working environment. Our employees will look forward to coming to work every day.

Competitive wages and benefits to attract and retain professional transit employees. Transdev has proposed competitive wages for current employees, including annual wage increases. Proposed wages for the bargained employees follow the newly negotiated collective bargaining agreements (CBAs) through 2026. We have also proposed wage increases to bring SM Transit's Operator wages closer to the CBA wages. Further, we have accounted for the Central Call Center employees to be provided the same wages and benefits since they will now be working together in the same facility. This approach does increase overall cost; however, one that is reasonable and will foster a strong culture of collaboration in the control center, necessary for strong performance.

A **collaborative labor relations approach and extensive experience administering and negotiating CBAs** will ensure labor harmony. Transdev has developed its proposal to TCRTA under the guidance of an expert labor team to ensure a reasonable approach to labor relations as we work with the Teamsters and ATU for their represented employees.

Professional development opportunities, including our Step-Up Mentoring Program and Learning Management System (LMS) enable employees to gain new skills and advance to the next level of career growth.

Incentive and recognition programs acknowledge and commend exceptional performance and achievements in safety, customer service, and attendance. The goal of these programs is to increase employee retention and help our employees view operations through the passengers' eyes.

Our **MobiMe app** promotes work-life balance by allowing instant communication between team members and Supervisors and helping Operators easily swap schedules.

Maintenance Support

Transdev has the resources and expertise to support maintenance on the wide range of technologies and vehicles we will operate and maintain for TCRTA. We will implement standard maintenance procedures across the combined fleet and help TCRTA develop a fleet replacement plan. In addition, we have experience operating electric and hydrogen fuel cell vehicles and can provide guidance as TCRTA considers introducing fuel cell technology in the future.



Transdev will also implement our **Lean Management Program** for TCRTA. This program reinforces our commitment to ongoing improvement by promoting continuous progress, eliminating waste, and respecting people and the environment.

Centralized Call Center Expertise

Transdev has successfully implemented many paratransit operations and call centers across the United States, including centralized call centers for transit agencies with passengers in large geographical areas. In California, we operate call centers in Concord, Chico, Modesto, Napa, Oakland, Redding, San Francisco, San Rafael, Vallejo, and Woodland. This expertise will be critical as we establish TCRTA's Central Call Center. We will bring together the dispatch and customer service employees for each of these services that currently exist in separately and introduce new paratransit scheduling software and CAD/AVL software for the fixed route services. Each of these changes by themselves would be complex, but all together and at the same time they must be treated with sensitivity and proficiency.

Increased Safety and Security

DriveCam and Mobileye on-board systems will assist in Operator performance, accident avoidance, informed training, safety data collection and accident investigation. These tools are the latest in transportation safety technology; they are standard at Transdev operating locations and have proven to be tremendously successful.

Increased Efficiency to Improve the Passenger Experience

Transdev will implement many proven initiatives to improve the performance of TCRTA services. Brief descriptions are included below; we provide more detail throughout the proposal.

Senior Director of Runcutting and Scheduling John Wingert and his team of HASTUS experts will **create a new fixed route runcut** to increase efficiency and improve the schedule of the consolidated service where possible. They will work within TCRTA's parameters to develop schedules that benefit both Operators and passengers and align with your long-term planning for the fleet and infrastructure. This collaboration is especially important as TCRTA brings more electric vehicles into the program.

Transdev offers our regional and corporate planning expertise to **conduct a Network Design Workshop** with oversight from Project Director Lionel Redon, a member of our Paris headquarters Planning Team. Our corporate planning experts will work with the local team to analyze system data such as on-time performance, ridership by route, the network model, and actual demographic data.



[redacted]


CARE. SHARE. DARE.

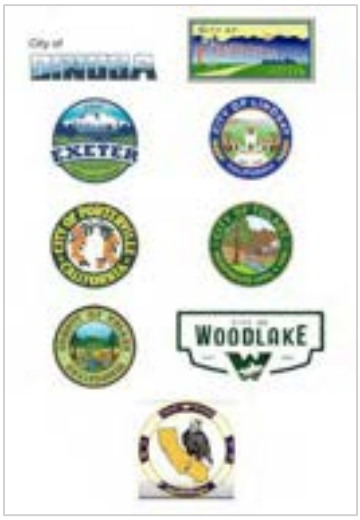
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Partnership with SM Transit

Transdev understands the expertise that SM Transit brings to this service and the relationships that their Operators have created with local passengers in Porterville for the last 27 years. We are excited to partner with SM Transit as our service subcontractor to continue providing service in Porterville. We will provide them with updated and integrated transit technology and our Professional Operator Development Program to train their drivers. Upon award, we will also assist them in becoming DBE certified.

"SM Transit has efficiently and safely operated the City of Porterville's transit system since 1994…. The City is extremely fortunate to have had SM Transit as a partner over the past 23 years."- John Lollis, City Manager, City of Porterville

Providing a Smooth Transition



Transdev understands that the TCRTA operation will be a major transition with many moving parts, and we know how important it is to get it right from the very beginning. Our experienced regional team will make this transition as seamless as possible. We will bring together all of the existing and new elements, including the new central call center, paratransit and fixed route software, vehicles, facility spaces, and management team, to position TCRTA for success and we will remain flexible as new components are phased in over time.

Relevant is our work for Stanislaus Regional Transit Authority (StanRTA), where we helped launch The S under its new brand January 1, 2022. We were awarded the contract at the end of August 2021 and quickly got to work on implementing our plan to integrate the City of Modesto transit services with Stanislaus County transit services. This consolidation consisted of four different service contracts for the four services (fixed route and paratransit for each entity) with two different contractors and a combination of bargained and non-bargained employee groups.

Contract transitions require a lot of hard work and dedication; however, the StanRTA start-up was very complex and required even more resources, dedication, and collaboration to be successful. We worked closely with our client and brought in many of our regional and national resources. The transition for TCRTA will be similar and we will call many of the same resources we utilized in Modesto. We will also work with TCRTA to help solidify the new brand in the community once this has been decided. Transdev

and SM Transit will have similar uniforms with the only difference being the logo for Transdev or SM Transit dependent upon the service.

We learned a number of lessons during that transition that will give us valuable insight to help us provide the best possible implementation of the TCRTA Transit System. Please see *Section f. Mobilization and Start Up Plan* for additional details.

Proven Capabilities

Throughout our 100-year history, Transdev has demonstrated our ability to manage, operate and improve transportation systems of many sizes, fleet types, and levels of complexity. We have unparalleled experience in virtually every type of service delivery model. We are a company known for our creativity and willingness to reinvent the model in response to a local need or condition. In some locations, Transdev provides facilities and vehicles. In others, we operate services with our client's resources. This diversity of experience means that we are not restricted to a single approach for conducting business. It also means that if an agency wants to explore a different approach for delivering service, we have staff with directly relevant experience which can be used to support such an effort.

Fixed Route Experience

Transdev operates several of the largest contracted fixed route bus operations in the United States, including contracts in Arcadia (CA), Denver, Fairfax County (VA), Los Angeles, Nassau County (NY), Phoenix, and San Diego. We also operate many medium-sized and smaller operations as well. Our operating partners include city and county governments, transit agencies, municipalities, airports, universities, and private companies.

Paratransit Experience

Our paratransit and demand response clients include several high-profile systems, including those located in Baltimore, Denver, Phoenix, Portland, San Francisco, and Washington, D.C. The service delivery models we operate include traditional service with dedicated service providers as well as those that include subcontracted service delivery providers such as in Concord, CA. We also operate brokerage/call center contracts in Atlanta, Boston, Oakland, Pittsburgh, and San Francisco, where we manage multiple local service providers to deliver high-quality paratransit service.



California Experience

Our deep experience in the State of California gives us a thorough understanding of the current transit operating and regulatory environments. We have the tools and regional expertise to smoothly transition and manage these services successfully with valuable resources nearby through our operations throughout California. Transdev's team members serve as thought leaders in groups such as APTA, CALACT, and the California Transit Association (CTA). Through these industry forums, we stay abreast

of regulations and changes that impact our business, offer guidance, and collaborate with our clients on resources and best practices.

On the following pages we highlight current Transdev operations that are similar in size and/or scope to TCRTA. We invite you to contact any or all the clients below to discuss their experiences with Transdev. A list of all of our client locations has been included in the *Appendix.*

Solano County Transit (SolTrans) – Vallejo, CA

In July 2021, Transdev was awarded the contract to provide transit services to Solano County Transit (SolTrans). Transdev operates the multimodal SolTrans system within the cities of Benicia and Vallejo, with regional connections to Bay Area Rapid Transit (BART) in Contra Costa County.

We operate SolTrans with a team of 90 employees and a fleet of 68 buses to deliver 16 bus routes, including nine local routes, three supplemental school routes operating within the Benicia/ Vallejo area, three lines which provide regional service connections, and the entire paratransit service. Transdev is also providing electric vehicle expertise to support SolTrans' transition to an electric fleet. Our approach to a successful transition and on-going operations includes improving the employee culture; providing an experienced management team; increasing wages; and providing numerous technologies, programs, and initiatives to improve every aspect of operating performance. Transdev is currently working with SolTrans to add staffing and resources to assume two commuter routes from the neighboring transit system in April and August of 2022.

Client Contact: John Sanderson, Transit Services Manager; SolTrans, 311 Sacramento St, Vallejo, CA 94590; john@soltransride.com, 707.736.6990

Napa Valley Transportation Agency – Napa, CA

Transdev has operated fixed route (VINE), ADA paratransit services (VINE GO), and community shuttle services in Napa County communities for the NVTA since 1991. A commitment to the use of appropriate technology and a strong safety record combined with excellent customer service is the foundation of our service in Napa.

At NVTA, Transdev provides operations, maintenance, paratransit reservations, scheduling, and dispatch. Our paratransit OTP is 94.75% and in maintenance, we consistently exceed our client's standards for miles between road calls. Our 105 NVTA employees, represented by the Teamsters, operate a fleet of 36 fixed route and 24 paratransit vehicles. Transdev is proud to have recently been awarded a new contract to continue with NVTA for another term.

Client Contact: Kate Miller, Executive Director, NVTA, 625 Burnell St. Napa, CA 94559; kmiller@nvta.ca.gov; 707.259.8634

Butte Regional Transit B-Line – Chico, CA

For more than 33 years, Transdev has been providing paratransit and fixed-route services in the Chico area of Northern California. Initially, Transdev operated this service as three separate contracts which served three smaller towns in the Chico area, but in 2005, Butte Regional Transit consolidated these services into one coordinated program that Transdev has been operating for over 15 years.

Under the updated model, Transdev provides general public dial-a-ride trips with a diverse fleet of vehicles and operates fixed-route service with a total of 113 drivers. We use Trapeze to reserve and schedule all trips, and we provide all vehicle maintenance.

Client Contact: Jon Clark, Executive Director; BLine, 326 Huss Drive, Suite 150, Chico, CA 95928; jclark@bcag.org; 530.879.2468

Stanislaus Regional Transit Authority (StanRTA) – Modesto, CA

Transdev began operating services for the newly formed StanRTA on January 1, 2022. This complex transition included integrating the City of Modesto transit services with Stanislaus County transit services. Each of these entities operated fixed route and paratransit services with its own private contractor and a combination of bargained and non-bargained employee groups. Transdev worked with the client to implement the new paratransit scheduling software and new fare structure. Additionally, we are providing assistance as they roll out their new brand The S. Our 232 employees operate 49 fixed route vehicles and 17 paratransit vehicles.

Client Contact: Adam Barth, CEO, StanRTA; 912 11th St., Suite 100, Modesto, CA 95354; abarth@stanrta.org; 209.774.4586

ADA Eligibility Assessment and Travel Training and Eligibility Assessment Experience

Transdev's team brings more than 15 years of experience managing ADA eligibility assessment and travel training programs. We customize our operations based on the needs of the local communities and agencies we serve with the help and oversight of our experienced on-staff experts. We currently manage ADA eligibility assessments for:

- Regional Transportation Authority (RTA), Chicago, IL
- Port Authority of Allegheny County ACCESS, Pittsburgh, PA
- Santa Clara Valley Transportation Authority (VTA), San Jose, CA
- East Bay Paratransit Brokerage (AC Transit & BART) in Oakland, CA



City of DeKalb, IL

Nassau Inter-County Express (NICE), Westbury, NY

San Francisco Municipal Transportation Agency (SFMTA), San Francisco, CA

City of Detroit Department of Transportation, Detroit, MI

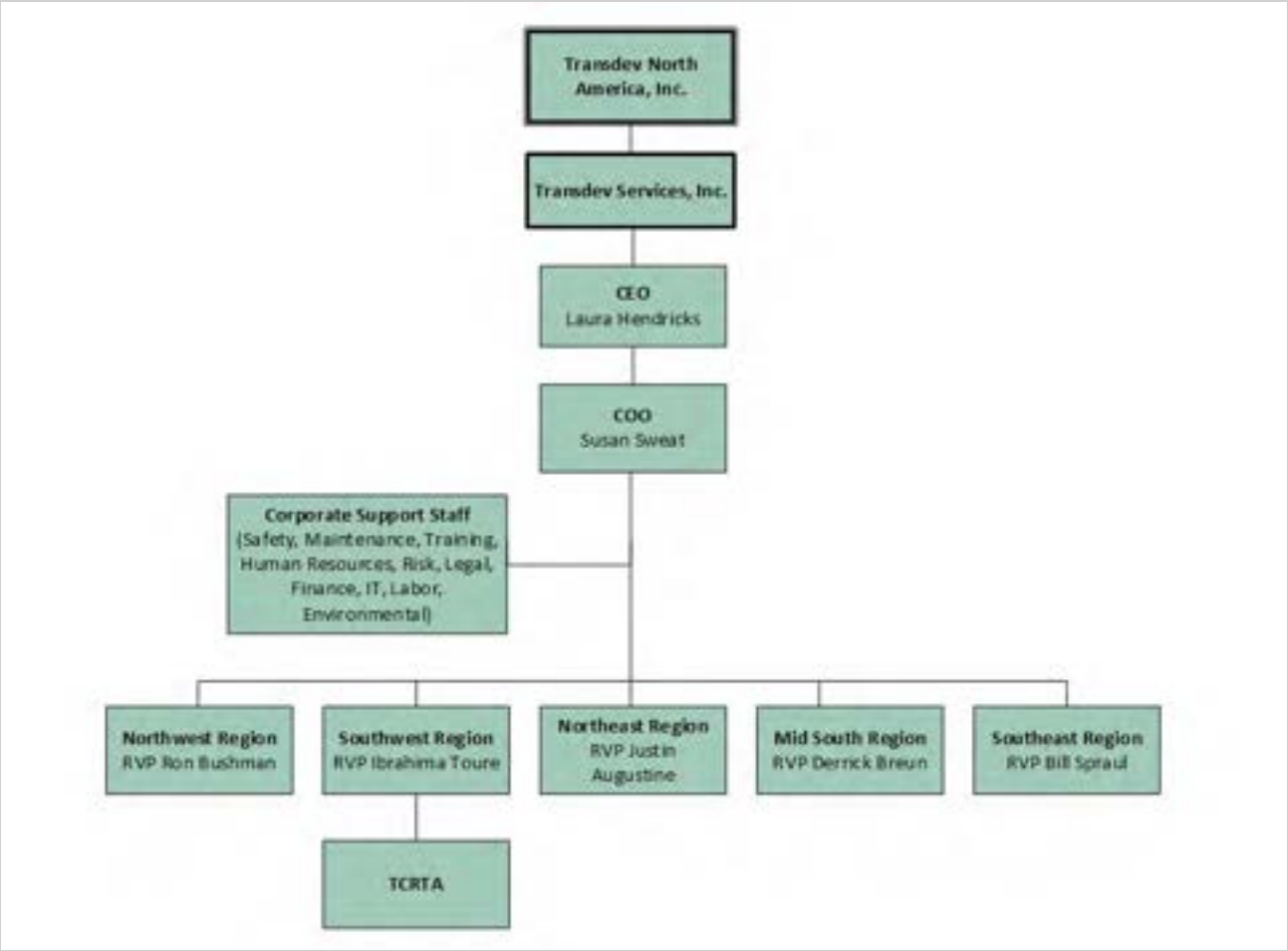
Community Transit in Everett, WA

Metropolitan Atlanta Rapid Transit Authority (MARTA) Atlanta, GA

Transdev understands that TCRTA is seeking an eligibility module from which to manage all eligibility applications and profiles. We have included the Trapeze CERT module in our proposal to manage this function.

Position Hierarchy and Position List

The corporate organizational chart below shows our position hierarchy with the names of our executives listed.



Profile of Firm

Transdev Services, Inc. At a Glance	
Principle Line of Business	Public transportation operations, management, and services (fixed route, ADA paratransit, non-emergency medical transportation (NEMT) brokerage, microtransit, autonomous vehicle, and rail)
Year Founded	1909 in Baltimore, MD
Year Incorporated	1986
Form of Organization	Corporation
Corporate Headquarters	720 East Butterfield Road, Suite 300 Lombard, IL 60148 Phone: 630.571.7070 www.transdevna.com
Number of Employees and Locations	20,000 employees, over 200 locations

Transdev's History and Qualifications

With more than a century of providing passenger transportation in the United States, Transdev Services, Inc. is the largest private-sector, multi-modal provider of public transportation in the country. Our North American corporate headquarters are in Lombard, IL, and we have experts in all key transit-related disciplines. Our experience spans a broad range of contract structures, from traditional operations and maintenance contracts to management contracts that include functions traditionally performed by the public transit agency. We are a nimble, flexible partner that can move quickly to assist TCRTA with all your mobility needs.

Transdev has evolved from our humble beginnings as an on-demand transportation company in Baltimore over 100 years ago. We now have more than 20,000 employees, operating over 12,000 vehicles for contracts in more than 200 locations across the United States.



We deliver virtually every type of ground transportation service, including fixed route, paratransit, microtransit, commuter bus, university shuttle, BRT, student transportation, airport shuttle, commuter rail, light rail, and streetcar service.

Transdev's Vision and Mission Statement

As an operator and global integrator of mobility, Transdev – *The mobility company* – gives people the freedom to move whenever and however they choose. We are proud to provide *11 million passenger trips everyday* thanks to efficient, easy to use and environmentally friendly transportation *services that connect people and communities*.

Transdev's mission is to empower freedom to move for everyone, every day. This places us at the heart of everyday life and makes us a key player committed to serving general interests, developing local services, and protecting the environment. Because we are people serving people, we are committed to protecting human rights in our activities and in all relations with our stakeholders.

Everything starts with uncompromising safety. Caring for the safety of our employees and passengers is the most important thing we do and the primary lens that we operate through.

Passenger experiences adapted to the moment. Passengers have high expectations, and we have solutions to improve those expectations measurably.

Our operating performance is second to none. Transdev North America gathers best practices from our experience and operations around the world.

Our rigorous fleet maintenance program protects valuable assets. Through the development of proprietary platforms, we have pioneered a maintenance approach that ensures the longevity of transit vehicles and extends the life of our clients' fleets.

We invest in our people and are committed to diversity and inclusion. Our wages, benefits, and training programs ensure that we hire and retain the best employees. At all levels of our company, we commit to treating others with respect and dignity regardless of race, gender, sexual orientation, age, ethnicity, physical abilities, religious beliefs, veteran status, and life experiences.

Care, Share and Dare

Part of Transdev's culture is understanding the reasons behind our philosophy and our actions. We examine the "why" in team workshops, safety meetings, and town halls. Questions we consider include: *Why we have chosen our philosophy and approach? Why should we serve others? Why do we invest in communities? Why do our contributions matter? What is our impact?*

Our answers can be summarized in three words: **Share. Care. Dare.**

- We **share** and act for the collective to contribute to society and create opportunities and progress.
- We **care** for people and for the environment to achieve safe and sustainable mobility.
- We **dare** question ourselves and our ways of working to stay relevant, better understand needs, and anticipate demand.

Transdev's Operating and Management Philosophy

Transdev's operating and management philosophy is to empower our local management teams and employees. We challenge ourselves each day to exceed our own performance standards, as well as our clients' standards.

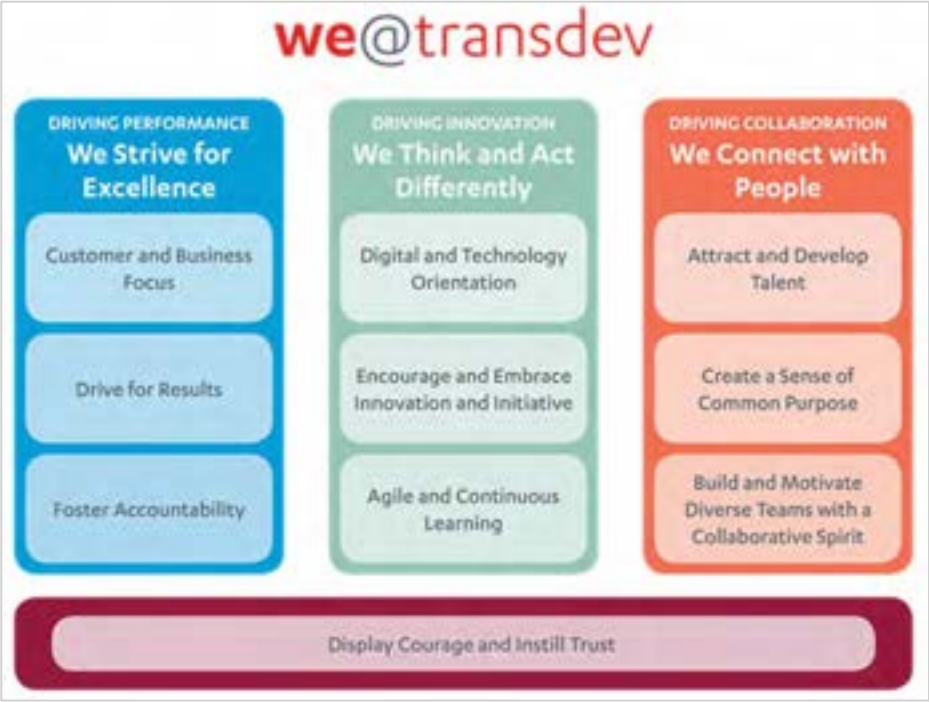
To support our local management teams, we provide an extensive network of corporate resources, including Maintenance, Safety and Training, Human Resources, Information Technology, Marketing, Planning, and Environmental Services, whose sole purpose is to work with our local teams.

We empower people with the freedom to move every day. We provide reliable, innovative solutions that serve the common good. We connect people to communities we serve, from the rural to the urban.

A critical component of all quality control programs is the effective management of the workforce. As part of our quality control program, General Managers provide continuous feedback and conduct formal written evaluations annually to ensure our staff meets our high standards and maintain open communication with employees.

We@Transdev

Transdev developed our We@Transdev management model to help build our talent and create a shared work culture. It allows us to clarify the behaviors we are seeking in recruiting our Managers and review and appraise talent, create career development paths, and review our teams in a consistent manner. It serves as a guide for retention, skill development, and succession planning at all Transdev locations worldwide.



Multi-Modal Expertise

What makes Transdev unique is our multi-modal expertise, our ongoing innovation in passenger information and customer service, and our skill in delivering safe, efficient, and cost-effective operations to clients. Whether it is coordinating a paratransit service with fixed route buses or managing a complex interconnected network of transit options, Transdev has the expertise to help our clients succeed. Transdev is a pioneer in the creation and development of public-private partnerships in the transportation sector and a committed leader in the race against climate change. We have become the global benchmark for providing sustainable mobility.



Long Term Partnerships

Every major national firm providing contracted services can boast of having a resume that supports its efforts to serve TCRTA. What distinguishes Transdev from our competitors is our resume of long-term clients that have partnered with us for decades. In fact, several of our clients span over half a century.

Client Name	State	Services Provided	Transdev Client Since	Years of Partnership
Jefferson Transit	LA	Fixed Route, Paratransit	1949	73
City of DeKalb and Northern Illinois University	IL	Fixed Route, University Service	1971	51
City of Phoenix Public Transit Department - North & South Garages	AZ	Fixed Route	1972	50
Winston-Salem Transit Authority	NC	Fixed Route, Paratransit	1972	50
Port Authority of Allegheny County	PA	Brokerage, Paratransit	1979	43
City of Phoenix Aviation Department - Sky Harbor International Airport	AZ	Airport Shuttle	1986	36
Butte Regional Transit	CA	Fixed Route, Paratransit	1987	35
GoRaleigh	NC	Fixed Route	1988	34
Maryland Transit Administration	MD	Paratransit	1988	34
Sonoma County Transit	CA	Fixed Route	1989	33
Napa Valley Transportation Authority	CA	Fixed Route, Paratransit, Commuter	1991	31
New Jersey Transit (Monmouth County Transit)	NJ	Fixed Route	1992	30

Client Name	State	Services Provided	Transdev Client Since	Years of Partnership
San Diego Metropolitan Transit System	CA	Fixed Route, BRT	1992	30
East Bay Brokerage	CA	Brokerage, Paratransit	1995	27
Barnes Jewish Hospital Health System	MO	Fixed Route, Employer Shuttle	1997	25
Redding Area Bus Authority	CA	Fixed Route, Paratransit	1997	25
Charleston Area Regional Transit Authority	SC	Fixed Route, Paratransit	1999	23
Foothill Transit	CA	Transit Store Operation & Bus Stop Maintenance	1999	23
San Francisco Municipal Transportation Agency	CA	Brokerage & Transportation Services	2000	22
San Jose Airport	CA	Fixed Route, Airport Shuttle	2000	22
Waukesha Metro Transit Commission	WI	Fixed Route, Paratransit	2000	22
City of Phoenix Operations Control Center	AZ	Operations Control Center	2003	19
Transit Authority of Lexington	KY	Fixed Route, Paratransit	2003	19
Washington University - St. Louis	MO	Campus Shuttle	2003	19
Greater Attleboro Taunton RTA	MA	Fixed Route, Paratransit, Microtransit	2004	18
Denver Regional Transportation District - Group 25	CO	Fixed Route	2005	17
Gwinnett County Transit	GA	Fixed Route, Paratransit, Commuter	2006	16
Yolo County Transportation District	CA	Fixed Route, Paratransit, Commuter	2006	16
Atlanta-Region Transit Link Authority	GA	Fixed Route, Commuter Service	2007	15
Baltimore County Health Department	MD	Paratransit	2007	15
Los Angeles County Metropolitan Transportation Authority	CA	Fixed Route	2008	14
River Parishes Transit Authority	LA	Paratransit	2009	13
Nassau Inter-County Express	NY	Fixed Route, Paratransit	2012	10

Our Parent Company - Transdev Group

Transdev Group is one of the world's largest and best-known operators of passenger transportation. Globally, we have 5,000 contracts in 19 countries with 85,000 employees operating bus, microtransit, rail, light rail, and shuttle services. Our 48,000 vehicles provide 3.3 billion passenger trips per year. This experience helps us deliver innovative approaches and the best solutions to clients and passengers.

We are a privately funded company owned by Caisse des Dépôts Group and the Rethmann Group. Caisse des Dépôts retains exclusive control of Transdev and is the long-term majority shareholder. The mission statement of Caisse des Depot is to invest in projects that improve the sustainability of communities. This has positively impacted Transdev's innovation and development strategy as both the Rethmann Group and Caisse des Dépôts Group share the same values and a commitment to transportation development on a global scale. Neither are publicly traded companies, so our business plans are not impacted by shareholder demands and market forces. This provides Transdev a stable platform to innovate and to invest. Recent investments made by the Rethmann Group have accelerated the development of innovations at Transdev.

Transdev Group is fully committed to Transdev Services, Inc., and our U.S. contracts. Unlike several of our competitors, we are not for sale and haven't recently been sold; we will provide long-term stability to TCRTA as your partner.

Financial Condition & Pending Litigation

With annual revenue of more than $1.4 billion, Transdev's financial strength and stability are unparalleled. We have the financial wherewithal to fund all ongoing operations and maintenance throughout the term of this agreement; there are no known conditions (e.g., bankruptcy, pending litigation, planned office closures, impending merger) that would impede our ability to complete this project.

Financial Statements

Please refer to the *Appendix* for Transdev's audited financial statements from the past three years, as required.

Subcontractors

Tree's Sierra Management

Transdev will partner with Sierra Management (dba SM Transit) to provide all of the South Yard transportation and associated auxiliary services, including service delivery in Porterville and Woodlake, the Tule River Tribe services and associated fleet cleaning and ticket services at the Porterville Transit Center. Additionally, SM Transit will manage bus stop cleaning/maintenance for the entire TCRTA service area.



This arrangement provides TCRTA with the opportunity to retain the local operating experience and management team and support this important local business. SM Transit, headquartered in Porterville, has 27 years of experience providing public transportation services and has been built on a legacy of personalized client service, superior technical execution, and a dedication to delivering quality service specifically for Porterville Transit.

The contact person for SM Transit is Robert Tree, CEO/Director of Operations, 323 North D Street, Porterville, CA, 93257; rjtree@smtransit.com; 559.691.4863. There are no known conditions (e.g., bankruptcy, pending litigation, planned office closures, impending merger) that would impede SM Transit's ability to complete the project.

Profile of the Firm – Tree's Sierra Management Inc. at a Glance	
Principle Line of Business	Contracted Transportation Management
Year Founded	1996
Year Incorporated	2006
Form of Organization	Corporation
Licenses Held, Federal Employer Identification Number DOT#	20-5134417 DOT# CA 374696
Number of Employees and Locations	53 employees, 1 location
Experience in Providing Similar Services	27 years of transportation Services

Staff Worthy

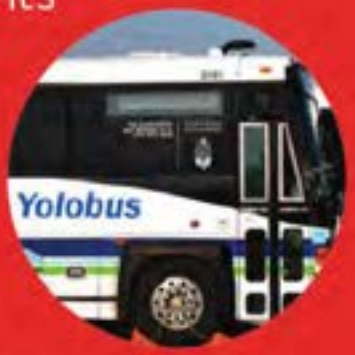
Transdev will partner with locally owned and operated, Staff Worthy to conduct employee drug and alcohol testing for these services. Staff-Worthy offers mobile COVID-19 Testing, DOT & NON-DOT drug testing, training, and alcohol testing services. Staff Worthy is available to serve the entire TCRTA service area and is available 24 hours a day.

The contact person for Staff Worthy is Megan Tree, Chief Executive Officer (559)-500-1124. Staff Worthy's corporate office is located at, 323 North D Street, Porterville, CA, 93257. There are no known conditions (e.g., bankruptcy, pending litigation, planned office closures, impending merger) that would impede Staff Worthy's ability to complete the project.

Transdev will work with Staff Worthy immediately upon contract award to help them become a certified DBE. They currently meet the requirements but were not able to complete the certification process prior to submittal.

Profile of the Firm – Staff Worthy at a Glance	
Principle Line of Business	Drug & Alcohol, and COVID-19 Testing
Year Founded	2016
Year Incorporated	2016, LLC
Form of Organization	LLC
Licenses Held, Federal Employer Identification Number	87-2704093
Number of Employees and Locations	5 employees, 1 location
Experience in Providing Similar Services	6 years

I have been involved in contracting out bus service for nearly 38 years. I have seen some contractors succeed and others fail. But during my tenure, I have found Transdev (and its earlier companies) consistently able to provide stability, ongoing high-quality services, qualified personnel, outside expertise, and other resources that have kept our buses on the road and put us in the forefront in innovation. Organizational depth is something that is not considered as significantly as it should be. No matter what we have challenged Transdev with, they have always been able to reach deep into their treasure chest of personnel and resources to bring us what we want; namely, stability, innovation, and endurance.



Terry Bassett
Executive Director
Yolo County Transportation District (YCTD)

transdev
the mobility company

Required Forms

The following forms are included in this section.

a. Price List Sheets

c. Acknowledgment of Addenda

d. Lobbying Certificate

e. Non-Collusion Affidavit

f. Debarment and Suspension Certificate

g. DBE and Good Faith Efforts

h. Completed form for Proposal Deviation

i. Transit Employee Protective Agreement

Please note: b. Request for Pre-Offer Change forms were previously submitted.

Acknowledgement of Addenda

The undersigned acknowledges receipt of the following addenda to the RFP documents:

Addendum No. 1	Dated 1.4.2022
Addendum No. 2	Dated 1.27.2022
Addendum No. 3	Dated 2.4.2022
Addendum No. 4	Dated 2.17.2022
Addendum No. 5	Dated 2.18.2022
Addendum No. 6	Dated 2.25.2022
Addendum No. 7	Dated 3.3.2022
Addendum No. 8	Dated 3.7.2022

Proposer Name: Transdev Services, Inc.

Name of Authorized Signer: W.C. Pihl

Title: Senior Vice President Business Development

Signature of Authorized Signer: 

Date: 3.10.2022

LOBBYING CERTIFICATION

This form is to be submitted with an offer exceeding $100,000.

The Proposer or Bidder certifies, to the best of its knowledge and belief, that:

1) No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of a federal department or agency, a member of the U.S. Congress, an officer or employee of the U.S. Congress, or an employee of a member of the U.S. Congress in connection with the awarding of any federal Contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment or modification thereof.

2) If any funds other than federal appropriated funds have been paid or will be paid to any person for making lobbying contacts to an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this federal Contract, grant, loan or cooperative agreement, the undersigned shall complete and submit Standard Form LLL, "Disclosure Form to Report Lobbying," in accordance with its instruction, as amended by "Government-wide Guidance for New Restrictions on Lobbying," 61 Fed. Reg. 1413 (1/19/96). *

3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants and contracts under grants, loans and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31, USC § 1352 (as amended by the Lobbying Disclosure Act of 1995). Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

THE PROPOSER OR BIDDER, Transdev Services, Inc. **, CERTIFIES OR AFFIRMS THE TRUTHFULNESS AND ACCURACY OF EACH STATEMENT OF ITS CERTIFICATION AND DISCLOSURE, IF ANY. IN ADDITION, THE PROPOSER OR BIDDER UNDERSTANDS AND AGREES THAT THE PROVISIONS OF 31 USC §§ 3801 ET SEQ. APPLY TO THIS CERTIFICATION AND DISCLOSURE, IF ANY.**

Signature of Authorized Representative: _____ Date: 3.14.2022

Name/Title: W.C. Pihl, Senior Vice President Business Development

Name of Organization/Business: Transdev Services, Inc.

* NOTE: Per paragraph 2 of the included form Lobbying Certification, add Standard Form–LLL, "Disclosure Form to Report Lobbying," if applicable.

Non-Collusion Affidavit

This affidavit is to be filled out and executed by the Proposer; if a corporation makes the bid, then by its properly executed agent. The name of the individual swearing to the affidavit should appear on the line marked "Name of Affiant." The affiant's capacity, when a partner or officer of a corporation, should be inserted on the line marked "Capacity." The representative of the Proposer should sign his or her individual name at the end, not a partnership or corporation name, and swear to this affidavit before a notary public, who must attach his or her seal.

State of Illinois, County of Dupage

I, Mathieu Le Bourhis, being first duly sworn, do hereby state that
(Name of Affiant)

I am the CFO & Treasurer of Transdev Services, Inc.
(Capacity) (Name of Firm, Partnership or Corporation)

Whose business is Public Transportation Operations and Maintenance

and who resides at 720 East Butterfield Road, Suite 300, Lombard, Illinois 60148

and that Transdev Services, Inc.
(Give names of all persons, firms, or corporations interested in the bid)

Is/are the only person(s) with me in the profits of the herein contained Contract; that the Contract is made without any connection or interest in the profits thereof with any persons making any bid or Proposal for said Work; that the said Contract is on my part, in all respects, fair and without collusion or fraud, and also that no members of the Board of Directors, head of any department or bureau, or employee therein, or any employee of the Agency, is directly or indirectly interested therein.

Signature of Affiant

Sworn to before me on this 25th day of January, 2022.

Notary Public

11/05/2025
My commission expires

BEVERLY K WEDIN
Official Seal
Notary Public - State of Illinois
My Commission Expires Nov 5, 2025

Debarment and Suspension Certification

Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions

Instructions for Certification

1) The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

2) The prospective lower tier participant shall provide immediate written notice to the person to whom this proposal is submitted if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or had become erroneous by reason of changed circumstances.

3) The terms covered transaction, debarred, suspended, ineligible, lower tier covered transaction, participant, person, primary covered transaction, principal, proposal, and voluntarily excluded, as used in this clause, have the meaning set out in the Definitions and Coverage sections of rules implementing Executive Order 12549. You may contact the person to which this proposal is submitted for assistance in obtaining a copy of those regulations.

4) The prospective lower tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is proposed for debarment under 48 CFR part 9, subpart 9.4, debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.

5) The prospective lower tier participant further agrees by submitting this proposal that it will include this clause titled “Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion-Lower Tier Covered Transaction,'' without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.

(CONTINUED ON NEXT PAGE)

Debarment and Suspension Certification (CONTINUED)

6) A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not proposed for debarment under 48 CFR part 9, subpart 9.4, debarred, suspended, ineligible, or voluntarily excluded from covered transactions, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the List of Parties Excluded from Federal Procurement and Nonprocurement Programs.

7) Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

8) Except for transactions authorized under paragraph 5 of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is proposed for debarment under 48 CFR part 9, subpart 9.4, suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

Certification

1. The prospective lower tier participant certifies, by submission of this proposal, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.

2. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

Signature of Authorized Representative: _____ Date: 3.14.2022

Name/Title: W.C. Pihl, Senior Vice President Business Development

Name of Organization/Business: Transdev Services, Inc.

DBE PROGRAM BIDDERS LIST FORM

The Tulare County Regional Transit Agency (TCRTA) as a designated recipient of DOT federal financial assistance funding is required to: 1) Create and maintain a comprehensive DBE bidders List {49 CFR Part 26.11(c)}; and 2) Monitor subrecipient compliance. The Bidders List Form will be used to determine the relative availability of Disadvantaged Business Enterprise (DBE) and non-DBEs participation in contracting opportunities for TCARTA and subrecipients. This information will assist with establishing TCRTA's triennial DBE goal. Each Bidders List is a compilation of Bidders, proposers, quoters, subcontractors, manufacturers, and suppliers of materials and services who have submitted bids during the advertising period of a specific acquisition

Certified DBE's must be verifiable and currently listed on the following website to be considered a certified DBE:

https://ucp.dot.ca.gov/licenseForm.htm

Providing the information is mandatory regardless of DBE status:

PART A: BUSINESS DATA

1. Business Name: Transdev Services, Inc.
2. Business Address: 720 East Butterfield Road, Suite 300, Lombard, Illinois 60148
   Street City State Zip
3. County Business is located in: Dupage
4. Name of Contact Person: W.C. Pihl
5. Phone: ( ) 707.803.2954 Email address: bd@transdev.com
6. Is this business a certified Disadvantaged Business Enterprise (DBE) ☐ Yes* ☑ No

*If "Yes", TCRTA will verify via the following website: https://ucp.dot.ca.gov/licenseForm.htm

7. Business Annual Gross Receipts:

☐ Less than $500,000	☐ $500,000 to $1,000,000	☐ $1,000,000 to $2,000,000
☐ $2,000,000 to $5,000,000	☑ Over $5,000,000	

8. Age of Business: 100+ Years _____ Months

(Continued on next page)

DBE PROGRAM BIDDERS LIST FORM (CONTINUED)
PART B: PROJECT AND WORK DESCRIPTION

9. RFQ, RFP, OR IFB#: RFP #: 2021-01

10. Project Name: Transit Operation Services for Tulare County Regional Transit Agency

11. Provide a brief description of scope of work, services, and/or materials to be performed/furnished:

Transit Operations Services Fixed Route, Commuter, ADA Paratransit, On-Demand, Customer Service, Fleet Cleaning and Maintenance.

12. Will you subcontract any of your work? ☑ Yes ☐ No

*If "Yes", subcontractor(s) also required to complete the mandatory Bidders List Form, regardless of DBE Status.

PART C: SIGNATURE

Signature of Authorized Representative: _____ Date: 3.14.2022

Name/Title: W.C. Pihl, Senior Vice President Business Development

Name of Organization/Business: Transdev Services, Inc.

DBE PROGRAM BIDDERS LIST FORM

The Tulare County Regional Transit Agency (TCRTA) as a designated recipient of DOT federal financial assistance funding is required to: 1) Create and maintain a comprehensive DBE bidders List {49 CFR Part 26.11(c)}; and 2) Monitor subrecipient compliance. The Bidders List Form will be used to determine the relative availability of Disadvantaged Business Enterprise (DBE) and non-DBEs participation in contracting opportunities for TCARTA and subrecipients. This information will assist with establishing TCRTA's triennial DBE goal. Each Bidders List is a compilation of Bidders, proposers, quoters, subcontractors, manufacturers, and suppliers of materials and services who have submitted bids during the advertising period of a specific acquisition

Certified DBE's must be verifiable and currently listed on the following website to be considered a certified DBE:

https://ucp.dot.ca.gov/licenseForm.htm

Providing the information is mandatory regardless of DBE status:

PART A: BUSINESS DATA

1. Business Name: Tree's Sierra Management Inc.
2. Business Address: 323 N D ST Porterville CA 93257
   Street City State Zip
3. County Business is located in: Tulare County
4. Name of Contact Person: Robert Tree
5. Phone: (559) 310-8063 Email address: rjtree@smtransit.com
6. Is this business a certified Disadvantaged Business Enterprise (DBE) ☐ Yes* ■ No
*If "Yes", TCRTA will verify via the following website: https://ucp.dot.ca.gov/licenseForm.htm
7. Business Annual Gross Receipts:

☐	Less than $500,000	☐	$500,000 to $1,000,000	☐	$1,000,000 to $2,000,000
☒	$2,000,000 to $5,000,000	☐	Over $5,000,000		

8. Age of Business: 27 Years 9 Months

(Continued on next page)

DBE PROGRAM BIDDERS LIST FORM (CONTINUED)
PART B: PROJECT AND WORK DESCRIPTION

9. RFQ, RFP, OR IFB#: 2021-01

10. Project Name: Transit Operation Services for Tulare County Regional Transit Agency

11. Provide a brief description of scope of work, services, and/or materials to be performed/furnished:
Transportation services, bus stop cleaning and maintenance

12. Will you subcontract any of your work? ☐ Yes ■ No

*If "Yes", subcontractor(s) also required to complete the mandatory Bidders List Form, regardless of DBE Status.

PART C: SIGNATURE

Signature of Authorized Representative: [signature] Date: 3-15-2022

Name/Title: Robert Tree, Chief Executive Officer

Name of Organization/Business: Tree's Sierra Management Inc.

DBE PROGRAM BIDDERS LIST FORM

The Tulare County Regional Transit Agency (TCRTA) as a designated recipient of DOT federal financial assistance funding is required to: 1) Create and maintain a comprehensive DBE bidders List (49 CFR Part 26.11(c)); and 2) Monitor subrecipient compliance. The Bidders List Form will be used to determine the relative availability of Disadvantaged Business Enterprise (DBE) and non-DBEs participation in contracting opportunities for TCARTA and subrecipients. This information will assist with establishing TCRTA's triennial DBE goal. Each Bidders List is a compilation of Bidders, proposers, quoters, subcontractors, manufacturers, and suppliers of materials and services who have submitted bids during the advertising period of a specific acquisition

Certified DBE's must be verifiable and currently listed on the following website to be considered a certified DBE:

https://ucp.dot.ca.gov/licenseForm.htm

Providing the information is mandatory regardless of DBE status:

PART A: BUSINESS DATA

1. Business Name: Staff Worthy LLC.
2. Business Address: 323 N D ST Porterville, CA, 93257
   Street City State Zip
3. County Business is located in: Tulare County
4. Name of Contact Person: Megan Tree
5. Phone: (559) 500-1124 Email address: mtree@staff-worthy.com
6. Is this business a certified Disadvantaged Business Enterprise (DBE) ☐ Yes* ☒ No
   *If "Yes", TCRTA will verify via the following website: https://ucp.dot.ca.gov/licenseForm.htm
7. Business Annual Gross Receipts:

☒	Less than $500,000	☐	$500,000 to $1,000,000	☐	$1,000,000 to $2,000,000
☐	$2,000,000 to $5,000,000	☐	Over $5,000,000		

8. Age of Business: 0 Years 7 Months

(Continued on next page)

DBE PROGRAM BIDDERS LIST FORM (CONTINUED)
PART B: PROJECT AND WORK DESCRIPTION

9. RFQ, RFP, OR IFB#: 2021-01

10. Project Name: Transit Operation Services for Tulare County Regional Transit Agency

11. Provide a brief description of scope of work, services, and/or materials to be performed/furnished:

FTA Drug and Alcohol testing and reporting.
COVID-19 Testing when requested.

12. Will you subcontract any of your work? ☐ Yes ■ No

*If "Yes", subcontractor(s) also required to complete the mandatory Bidders List Form, regardless of DBE Status.

PART C: SIGNATURE

Signature of Authorized Representative: _____ Date: 3-15-2021

Name/Title: Megan Tree, Chief Executive Officer

Name of Organization/Business: Staff Worthy LLC.

Form for Proposal Deviation

Proposer:		
Transdev Services, Inc.		
Deviation #: 1		
Solicitation Ref: 2021-01	**Page:** 10	**Section:** 1 General Informaiton
Complete Description of Deviation:		
Transdev's price proposal includes insurance coverage for Dinuba, City of Tulare, and Tulare County Services pursuant to the RFP limits. However, our subcontractor SM Transit has priced City of Porterville and South Yard Services based on the current practice today with insurance coverage provided by CalTip.		
Rationale (Pros & Cons):		
We understand that TCRTA would like to get coverage from CalTip for the entire program, but did not have enough clarity in the procurement process to provide a price proposal option removing coverage. In regard to the SM Transit portion of work, SM Transit as a small provider was not able to obtain pricing for the required insurance coverage within the timeframe allotted.		
We would like the opportunity to discuss this further with TCRTA so that we can understand this clearly and can then provide appropriate pricing to TCRTA for consideration, should they choose to have CalTip Coverage. This would reduce the cost of Transdev's proposal.		

TRANSIT EMPLOYEE PROTECTIVE AGREEMENTS

The Proposer agrees to comply with all applicable transit employee protective requirements.

49 U.S.C. 5333, 5310 and 5311

(a) General Transit Employee Protective Requirements - To the extent that FTA determines that transit operations are involved, the Proposer agrees to carry out the transit operations work on the underlying contract in compliance with terms and conditions determined by the U.S. Secretary of Labor to be fair and equitable to protect the interests of employees employed under this contract and to meet the employee protective requirements of 49 U.S.C. A 5333(b), and U.S. DOL guidelines at 29 C.F.R. Part 215, and any amendments thereto. These terms and conditions are identified in the letter of certification from the U.S. DOL to FTA applicable to the FTA Recipient's project from which Federal assistance is provided to support work on the underlying contract. The Proposer agrees to carry out that work in compliance with the conditions stated in that U.S. DOL letter. The requirements of this subsection (1), however, do not apply to any contract financed with Federal assistance provided by FTA either for projects for elderly individuals and individuals with disabilities authorized by 49 U.S.C. § 531O(a)(2), or for projects for non-urbanized areas authorized by 49 U.S.C. § 5311. Alternate provisions for those projects are set forth in subsections (b) and (c) of this clause.

(b) Transit Employee Protective Requirements for Projects Authorized by 49 U.S.C. § 5310(a)(2) for Elderly Individuals and Individuals with Disabilities - If the contract involves transit operations financed in whole or in part with Federal assistance authorized by 49 U.S.C. § 5310(a)(2), and if the U.S. Secretary of Transportation has determined or determines in the future that the employee protective requirements of 49 U.S.C. § 5333(b) are necessary or appropriate for the state and the public body sub recipient for which work is performed on the underlying contract, the Proposer agrees to carry out the Project in compliance with the terms and conditions determined by the U.S. Secretary of Labor to meet the requirements of 49 U.S.C. § 5333(b), U.S. DOL guidelines at 29 C.F.R. Part 215, and any amendments thereto. These terms and conditions are identified in the U.S. DOL's letter of certification to FTA, the date of which is set forth Grant Agreement or Cooperative Agreement with the state. The Proposer agrees to perform transit operations in connection with the underlying contract in compliance with the conditions stated in that U.S. DOL letter.

(c) Transit Employee Protective Requirements for Projects Authorized by 49 U.S.C. § 5311 in Non-Urbanized Areas - If the contract involves transit operations financed in whole or in part with Federal assistance authorized by 49 U.S.C. § 5311, the Proposer agrees to comply with the terms and conditions of the Special Warranty for the Non-urbanized Area Program agreed to by the U.S. Secretaries of Transportation and Labor, dated May 31, 1979, and the procedures implemented by U.S. DOL or any revision thereto.

The Proposer also agrees to include any applicable requirements in each subcontract involving transit operations financed in whole or in part with Federal assistance provided by the FTA.

THE PROPOSER, Transdev Services, Inc., CERTIFIES OR AFFIRMS THE TRUTHFULNESS AND ACCURACY OF EACH STATEMENT SUBMITTED ON OR WITH THIS CERTIFICATION AND UNDERSTANDS THAT THE PROVISIONS OF 49 U.S.C. 5333, 5310 and 5311 APPLY TO THIS CERTIFICATION.

Signature of the PROPOSER'S Authorized Official

W.C. Pihl, Senior Vice President Business Development
Name and Title of the PROPOSER'S Authorized Official

3.14.2022
Date

“I am very proud of the staff members of COG, CARTA and Transdev. They did a great job before, during and after the hurricane. We fulfilled every request for service and to my knowledge did not leave anyone stranded or unserved. The communication between the EOC, emergency fleet management and our staff at Leeds Avenue was exceptional.



Ron Mitchum
Executive Director
Berkeley Charleston Dorchester Council of Governments
Charleston, SC

transdev
the mobility company

Plans and Schedules

a. Price List Narrative

Transdev is excited to provide our price proposal in response to RFP#2021-01 for TCRTA services. We feel we are perfectly positioned to be your partner for these important services and know how critical it is for TCRTA to select the right contractor partner to help make your vision a reality. A key differentiator for Transdev is the sheer amount of resources we bring to our customers. Partnering with us is a choice to bring the utmost in quality professional transit management to Tulare County.

Transdev will help connect the region through the deployment of safe, innovative, and high-quality mobility options. Our approach applies global expertise and extensive resources to TCRTA's services in order to make this consolidation a success. Our plan is bolstered by a partnership with the local long-term incumbent, SM Transit, to ensure continuity of service, provide strong local support, and demonstrate our commitment to the local community. Together, our operations expertise and comprehensive approach will enable TCRTA to build a strong foundation for mobility and provide support as you grow and evolve to meet the changing needs of the region.

Transdev does not strive to be the lowest cost provider, rather our goal is to provide the highest quality service and best value for TCRTA. We understand efficiency is the impetus behind the formation of the new JPA and we have developed a cost-effective proposal that takes into account the realities of the service area and local economy, along with the specific nuances of consolidating these workforces.

There are a few areas of our price proposal we would like to bring to your attention as you evaluate our pricing. We are happy to discuss or clarify these items upon further direction.

Staff Levels: This RFP has specific staffing requirements and Transdev's price proposal accounts for all of these as stated in the RFP. Should TCRTA determine that these levels are not required, we would be able to adjust our proposal.

Wages and Benefits: Transdev's proposal accounts for increases pursuant to the recently negotiated CBA extension agreements with the ATU and the Teamsters, as well as requisite increases for the non-union employees to ensure collaboration with and avoid competition between the different TCRTA work groups. Further, we have accounted for all of the central call center employees to have parity in wages and benefits to encourage a strong employee culture. Under the new contract, these individuals will be working together in the same space and doing the same jobs. This will also allow us to identify efficiencies as the contract stabilizes under the new structure with the new phone system, and paratransit and fixed route software.

On-Demand Services: Transdev has accounted for the same variable rate for the on-demand services. However, since these are new services and the revenue hour definition is changing in this new agreement, we respectfully request the opportunity to confirm this rate, and increase or decrease it based on actual service characteristics once service begins.

Environmental Costs: Transdev has accounted for all associated costs of environmental requirements such as Phase I inspections, Storm Water Permits, etc. Should these be the responsibility of TCRTA and/or if TCRTA can provide Phase I inspections completed within the last 180 days, we would be able to reduce our costs.

Fleet Replacement Plan: Pursuant to Addendum 6, Transdev understands that we will work with TCRTA to develop a fleet replacement plan. Further, bringing CNG vehicles into the County fleet was discussed at the site tour as a possibility, but we did not see these changes reflected in the final fleet list. We welcome the opportunity to discuss these ideas. If TCRTA would be willing to have this discussion during negotiations, Transdev may be able to make recommendations that would reduce the overall maintenance costs for the project.

COVID-19 Expenses: Given the current state of COVID-19 pandemic, we did not want to account for COVID-19 costs (testing for example) in our price proposal and charge TCRTA for things that may not be necessary. Instead, we would ask that we negotiate a clause for the agreement that would allow us to pass through any required costs, to reflect changes in the future.

Operator Scheduling: The schedules provided seemed to indicate Wage Order 9 lunch waivers are in place for these services; however, this language was not reflected in the CBAs provided. Understanding this would be helpful prior to any BAFO.

We appreciate this opportunity to provide you with details regarding potential areas of variance and an explanation of our cost allocation strategies. As you can see, we are open to working together to clarify the details of the project and will remain flexible as your provider throughout the contract term. This kind of partnership will be vital to shared success for this new system as it grows and becomes the kind of award-winning system TCRTA envisions. We would be happy to discuss any of the items discussed below in more detail.

b.Staffing Plan and Narrative

Staffing Plan

Transdev's staffing plan, shown in the chart below, exceeds TCRTA's minimum requirements, and all personnel will be solely dedicated to the TCRTA transit system. It is important to note that Transdev has honored all of the staffing minimums required by the RFP. This represents a significant increase over current staffing based on the CA Labor Code information provided during the procurement.

Title	Count	Title	Count
General Manager	1 FT	**Schedulers**	2 FT
Assistant General Manager	1 FT	**Trainers**	1 FT (SM Transit)
Safety and Training Manager	1 FT	**Lead Technician**	1 FT
Maintenance Manager	1 FT	**A Technician**	1 FT
HR Manager	1 FT	**B Technician**	3 FT
Customer Service Manager	1 FT	**Utility Workers – (Cleaning/Fueling)**	10 FT (7 Transdev, 3 SM Transit)
Road Supervisors	12 FT (10 Transdev, 2 SM Transit)	**Utility Workers – (Bus Stop Cleaning and Maintenance)**	3 FT (SM Transit)
Dispatcher	10 FTE	**Utility Workers – (Transit Center Janitorial)**	4 FT (3 Transdev, 1 SM Transit)
Ticket Agents	9 FT	**Parts Clerk**	1 FT
Customer Service Agents(Incl. Reservationists)	5 FT		

Key Personnel

Transdev is proposing a strong, proven management team to oversee the TCRTA transit system, and we are committed to creating trust and collaboration between team members. Our team's resumes are provided in the *Appendix*.

We recognize that the desire to change contracting partners is sometimes unrelated to the performance of the existing local management team. Should TCRTA be interested in Transdev transitioning any management employees who currently serve the transit services of counties and cities that are now part of the Joint Powers Agency, we would be glad to consider them for Transdev's team.

Our key personnel will attend all committee and management meetings required by TCRTA. If we receive feedback about operational issues, we will submit a plan of action to TCRTA within seven days, as required. We also understand that TCRTA will create a Transit Workers Focus Group with 10 of our non-management staff.

General Manager Les Belton



When we sought a General Manager for TCRTA's services, we wanted someone with experience leading change for an organization someone with an innovation mindset, strong customer and employee relations skills, and experience overseeing transit systems requiring a high level of community interaction. It was important that we select an individual from within the Transdev organization who can quickly access the resources of our company, has established working relationships with the regional and technical staff, and is capable of getting the job done. We found these qualities in Les Belton.

Les has 14 years of transportation management experience and currently serves as the General Manager of our contract with the Los Angeles County Metropolitan Transportation Authority (LACMTA). He oversees the safe, efficient, passenger-focused services provided by 160 employees operating and maintaining 60 vehicles providing fixed route, Express line and special seasonal services.

Prior to his current position, Les served as the Operations Manager for the Maryland Transit Administration in Baltimore. Les was responsible for operational performance and coordination between modal control centers and street supervision for bus, light rail, Metro Subway, and paratransit services. He managed nine Service Delivery Zone Managers and 55 Field Service Supervisors and ensured service continuity across each mode. Les worked with union representatives to resolve disputes and participated in collective bargaining agreements.

As a result of his experiences, Les has a broad scope of knowledge that makes him adept at operations, communication, and problem-solving, key requirements of the General Manager position.

Les holds an Associate degree in Technology from Pierce Community College in Tacoma, WA, and received extensive training in Electronics and Communications when he served as Staff Sergeant in the U.S. Army.

Assistant General Manager Ricardo Boulware



In seeking a strong Assistant General Manager, we looked for an individual with hands-on transportation experience in a contracting environment. The focus of the Assistant General Manager will be to select a strong operations staff, help our team operate with safety as the top priority, confirm that employees are fit for duty, make sure buses pull out on time, and manage our street operations efficiently and effectively. We are pleased to propose Ricardo Boulware for this role.

A 15-year public transit veteran, Ricardo currently serves as General Manager for Capital Metro MetroAccess paratransit service in Austin, TX, a position he has had for four years. In this role, he manages a paratransit operation with 250 employees and 108 vehicles. He oversees operations and maintenance, analyzes program needs and productivity, maintains a positive working relationship with the client and union, conducts and presents annual reviews, and represents the client at local civic, government, state, and regional meetings.

Prior to managing MetroAccess, Ricardo oversaw TriMet LIFT paratransit services Central Dispatch for two years. There, he managed an operation with 267 vehicles, a service area of 533 square miles, nearly 500,000 service hours per year, and 4,000 trips per day. Ricardo made many improvements to improve employee performance and customer service, including developing and implementing policies, procedures, call center scripts, and incentive programs. Prior to this role, he served as Assistant General Manager at Washington Metropolitan Area Transit Authority (WMATA) MetroAccess, paratransit division in Washington, D.C., overseeing the Gaithersburg location operating 85 vehicles with 160 Operators.

His additional previous roles include Dispatch Manager at WMATA MetroAccess paratransit call center in Hyattsville, MD; Associate Director of the University of Maryland Baltimore County Transit shuttle services, Transportation Supervisor for Transdev's Bus Operations Control Center in Las Vegas; and Supervisor Assistant, Dispatcher/Scheduler, and Operator at Blacksburg Transit shuttle services in Blacksburg, VA.

Ricardo is an expert user of Trapeze and RouteMatch and has Bachelor of Arts degrees in Spanish and Human Resources Business Management from Virginia Tech with minors in Business Leadership and Leadership and Social Change.

Safety and Training Manager Buford Carter



Safety is everyone's responsibility but managing these efforts and motivating employees to live safety are the Safety and Training Manager's focus. When we sought a candidate for this critical position, we wanted someone who had experience with transit safety and training, a strong operational background, and works equally well with senior managers and front-line employees. Buford Carter has these qualities.

Buford has over 27 years of management experience and two decades of transit experience. He recently served as Safety and Training Manager for our contract at Antelope Valley Transit Authority. In this role he developed, communicated, and enforced safety policies for the system's operations and training departments and managed safety risks through hazard identification, analysis, evaluation, and mitigation.

Prior to this role, he served as Safety, Training, and Security Manager for paratransit operations in Orange, CA. He also served as Transdev's Safety, Training, and Security Manager in Anaheim, where he oversaw the safety and training programs. He was responsible for contract compliance, the drug and alcohol program, training, accident investigation, and worker's compensation claims.

Buford is an FTA, DOT, and OSHA expert and is well versed in contract compliance. He also has experience in managing Safety and Training for large, fixed route operations and understands all aspects of operations. Buford holds more than 20 transit certifications and is well versed in all safety laws and regulations, best practices. His certifications include numerous Transportation Safety Institute courses; OSHA 10 General Industry Training, FEMA National Incident Management System 100, 700, 800; World Safety Organization, Certified Safety Security Director; FTA, Public Transportation Safety Certification Training Program.

Maintenance Manager Daniel Fabela

Protecting the assets of a transportation authority and keeping them in a state of good repair is an incredible responsibility. In searching for the right Maintenance Manager, we wanted an individual who has a strong technical background. The successful candidate must have experience in overseeing a maintenance shop with diverse fleets, as well hands on experience with complex repairs and preventive maintenance. Finally, we wanted someone who would be able to work with TCRTA in developing a fleet replacement schedule and plan, Daniel is that candidate.



Daniel has 19 years of transit maintenance experience, he began his career as a low level Technician and has progressively increased his responsibilities. Daniel's career path has provided him with a comprehensive understanding of all aspects of fleet maintenance, from repairing brakes to managing high value assets. He currently serves as the Lead Maintenance Supervisor for our contract with Antelope Valley Transit Authority (AVTA). Prior to this position, Daniel served Lead Technician at AVTA. He has also served as Maintenance Supervisor, Lead Technician, and B and C Technician for transit systems throughout California and Arizona.

Resumes for our management team have been included on the following pages:

LES BELTON

Proposed General Manager

Professional Transportation Experience

Transdev Services, Inc - LACMTA

2014 – Present **General Manager, Los Angeles, CA**

- Deliver revenue service to downtown Los Angeles and surrounding cities of Pasadena, Burbank, Glendale, Studio City, Chatsworth, Melrose, North and West Hollywood, and Van Nuys providing over 5 million rides annually
- Responsible for management of fixed route service operating 6 transit lines, one Express line, and special seasonal service “Dodger Service Express”
- Communicate with transit riders and communities to promote service use and mitigate performance issues
- Established professional and collaborative relationship with LA Metro representatives to ensure successful and productive environment resulting in 22% service increase

Maryland Transit Administration

2008 – 2014 **Operations Manager, Baltimore, MD**

- Responsible for daily activities, coordination, and service continuity between modal control centers and street supervision for Bus, Light Rail, Metro Subway, and Mobility Paratransit
- Managed 9 Service Delivery Zone Managers and 55 Field Service Supervisors
- Worked with Unions to resolve disputes, ensured coordination with line employees, and participated in collective bargaining agreements
- Created reports reflecting performance adherence, deficiencies, and after-action review materials
- Responded to accidents and incidents to ensure established protocol adherence and effective coordination with MTA Police or jurisdictional law enforcement factions

2006 – 2008 **Treasury Superintendent, Baltimore MD**

- Supervised complex operational activities of Union technicians assigned to repair farebox equipment
- Responded to treasury-related issues to ensure compliance with assignments and workflow processes
- Developed and implemented a comprehensive program for the inspection, testing, repair, and maintenance of 954 pieces of fare collection equipment
- Customized maintenance reports designed to give technicians comprehensive data to improve system performance, evaluation skills, and repair techniques
- Served as Project Manager of $500,000 maintenance contract

Education

- AA Degree in Technology, Pierce Community College, WA
- Emergency Medical Technician, Big Bend Community College, WA
- Electronics/Communications Supervisor and Trainer (Staff Sergeant), US Army

RICARDO BOULWARE

Proposed Assistant General Manager

Professional Transportation Experience

MTM Transit, Capital Metro, MetroAccess
2019 – Present **General Manager, Austin, TX**

- Responsible for the management and oversight of 250 employees and 108 vehicles
- Implements and maintains a “Safety First” culture with the Client and personnel, mitigating risks, accidents and workplace injuries
- Analyzes program needs and productivity and adjusts resources to ensure cost effectiveness
- Establishes a working relationship with the client and ATU to ensure exceptional customer service needs are delivered

First Transit, TriMet LIFT
2016 – 2018 **General Manager, Portland, OR**

- Ensured compliance with all contractual requirements; safeguards and back-up data in compliance with contractual and company requirements
- Directly supervised all staff and oversaw all Human Resources/personnel actions for the location including recruitment, hiring, training, promotion, discipline, suspension, termination, etc.
- Managed all aspects of dispatch, reservation, customer service, and scheduling

First Transit, WMATA MetroAccess
2016 – 2016 **Operations Manager, Gaithersburg, MD**

- Supervised an Operations supervisor, customer service representative, 8 dispatchers, 3 lot supervisors and 160 operators. Implemented new requirements for dispatchers, supervisors, and operators to assist with run structure revisions
- Assisted the General Manager in daily operational oversight including billing, recruiting and hiring

MV Transportation, WMATA MetroAccess
2015 – 2016 **Dispatch Manager, Hyattsville, MD**

- Developed improvements in multiple departments, including, dispatch, reservations, scheduling, and reconciliation

University of Maryland, UMBC Transit
2014 – 2015 **Associate Director, Baltimore, MD**

- Supervised directors, department managers, administrative staff and operators
- Procured and implemented a dispatch office, radio equipment, AVL technologies, and TV’s to monitor all routes

Transdev Services

2013 – 2014 **Business Development Coordinator, Las Vegas, NV**

- Developed relationships with internal and external stakeholders including but not limited to, real estate consultants, perspective clients and regional economic developers. Reviewed and Distributed leads to Business Development Directors

2013 – 2013 **Transportation Supervisor, RTC, Las Vegas, NV**

- Analyzed service delivery and made quick and efficient decisions based on immediate operational needs

2012 - 2012 **Management Development Program, RTC, Las Vegas, NV**

- Streamlined the dispatch system to communicate with road supervisors, transit police and security personnel to assist with productivity and response to accidents

Blacksburg Transit

2008 – 2011 **Supervisor Assistant, Dispatcher, Scheduler, Operator, Blacksburg VA**

- Managed 130 employees with a 60 vehicle fleet in multiple modes of services, varying from fixed route, paratransit and commuter services

Education

- Bachelor of Arts in Spanish - Virginia Tech
- Bachelors of Science in Human Resources Business Management - Virginia Tech

BUFORD CARTER

Proposed Safety and Training Manager

Professional Transportation Experience

Transdev Services, Inc.
2021 - Present **Safety and Training Manager, Lancaster, CA**

- Developed, communicated, and enforced safety policies
- Oversaw training program for all Operators
- Managed safety program through hazard identification, analysis, evaluation, and mitigation.

MV Transportation, Inc
2018 – 2021 **Safety, Training, and Security Manager, Orange County, CA**

- Developed, communicated, and enforced safety policies for Los Angeles location's operations and training departments
- Oversaw compliance, maintained records, and compiled reports
- Managed safety risks through hazard identification, analysis, evaluation, and mitigation

Transdev Services, Inc
2018 **Safety, Training, and Security Manager, Anaheim, CA**

- Oversaw safety and training program and processes
- Documented safety department efforts, claims status, training, accident history, worker's compensation claims, and other information
- Ensured contract compliance with law, regulations, and policies

Culver City Transportation Department
2016 – 2018 **Safety and Training Instructor, Culver City, CA**

- Led classroom and behind-the-wheel instruction according to City's specifications
- Investigated accidents and incidents to determine cause and preventability, identify trends, and provide retraining
- Maintained CDL credentials, forms, and records to ensure accurate documentation of training that meet all applicable rules and regulations

MV Transportation, Inc
2010 - 2016 **Safety Manager, Training Manager, Road Supervisor, and Dispatch and Training Supervisor, Carson City, CA**

- Led and managed safety programs and processes and oversaw Drug and Alcohol Testing programs and conducted regular reviews of local testing facilities

- Managed employee injury claims
- Established Safety Committee of Operators and staff
- Managed classroom and behind-the-wheel instruction
- Documented training and maintained accurate employee records and monitored credentials for compliance
- Investigated accidents, incidents, disputes, and disturbances

Education

- General Coursework, Los Angeles Southwest College and Los Angeles Harbor Collage
- Transportation Safety Institute: Instructor's Course in Bus Operator Training, Fundamentals of Bus Collision Investigation, Intermediate problems in Bus Collision Investigation, SMS Principles for Transit and SMS Awareness, Curbing Transit Employee Distracted Driving, Fatigue and Sleep Apnea Awareness for Transit Employees, Substance Abuse Management and Program Compliance, Transit System Security, Transit Bus System Safety, Effectively Managing Transit Emergencies, Transit Safety and Security Program – Bus Certificate, Rail Nomenclature, Transit Rail Incident Investigation, Transit Rail System Safety, Transit Safety and Security Program – Rail Certificate
- Vistelar Verbal Defense and Influence
- OSHA 10 General Industry Training
- FEMA National Incident Management System 100, 700, 800
- World Safety Organization, Certified Safety Security Director
- FTA Public Transportation Safety Certification Training Program

DANIEL FABELA

Proposed Maintenance Manager

Professional Transportation Experience

Transdev Services, Inc
2020 – Present **Lead Supervisor, Lancaster, CA**

- Maintains a fleet of 58 buses, 30 commuter buses and eight electric vans
- Organizes and delegates tasks that ensure service is preformed proficiently and meets standards
- Advises and supports Maintenance Manager in decisions relating to the fleet and shop
- Serves as Interim Manager as needed.

2012 – 2020 **Lead Technician, Lancaster, CA**

- Worked as a lead Technician to solve any complex mechanical problems
- Used proficient skills and knowledge to preform engine repairs and replacements

MV Transportation
2009 – 2012 **Maintenance Supervisor, Van Nuys, CA**

- Supervised a fleet of commuter, fixed transit and support vehicles
- Managed and created schedules for the crew
- Successfully worked within department budgets
- Recorded parts management and coordination without outside vendors

Commuter Express
2007 – 2009 **Lead Technician, Palmdale, CA**

- Maintained the mechanics of a mixed fleet of small busses
- Preformed regular PMI's and road calls

Transdev Services, Inc.
2005 – 2007 **B Technician, Mesa, AZ**

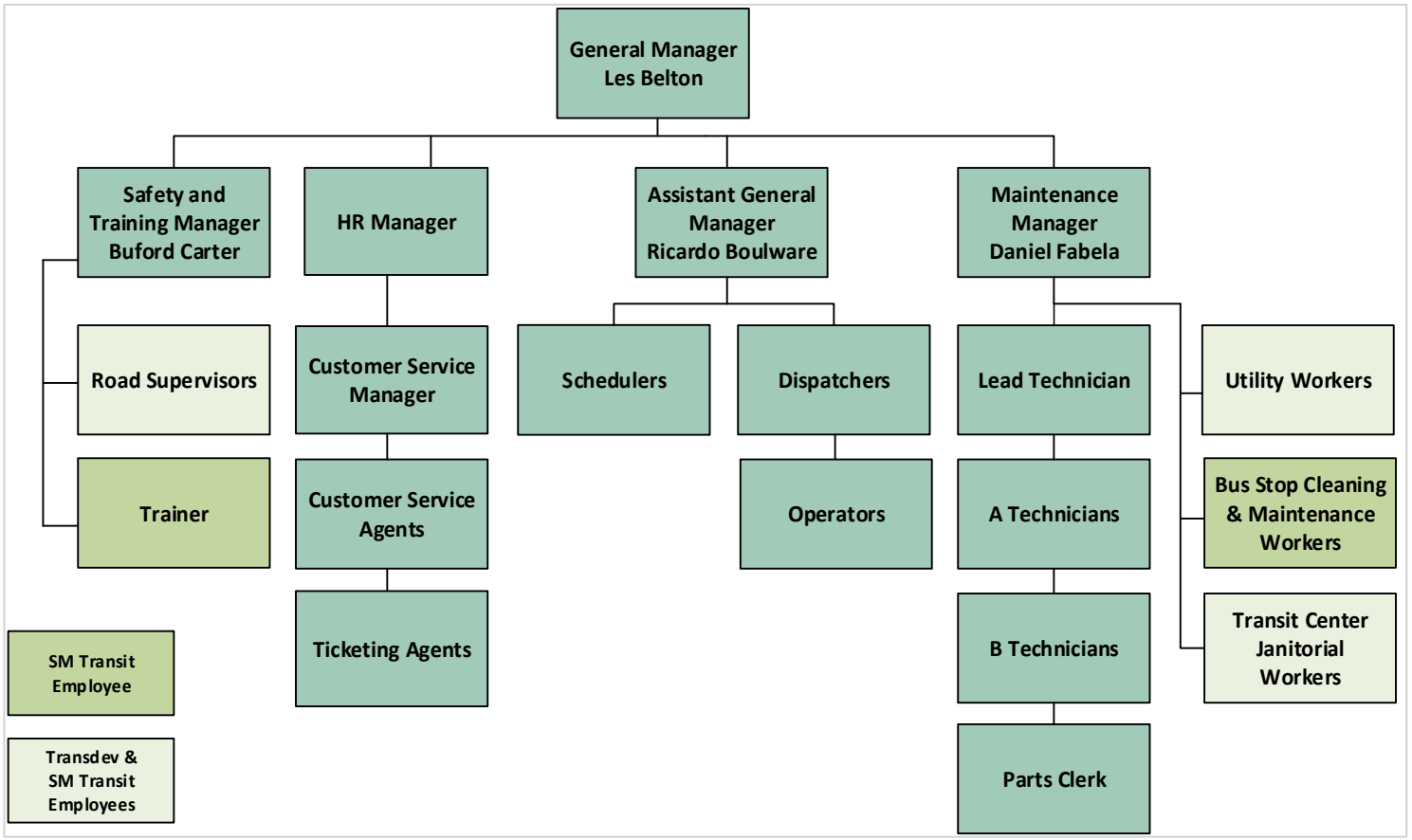
- Mechanical Technician for a fleet of 200 vehicles
- Preformed routine PMI's and road call services and diesel repairs
- Advised other crew member during skills training courses

MV Transportation
2003 – 2005 **C Technician, Lancaster, CA**

- Assisted the A and B Technicians as a support technician while developing new skills
- Assisted with all repairs in the shop

Organizational Chart

The organizational chart below shows our staffing for the TCRTA Transit System.



Maintaining Employment

Transdev understands that TCTRA has the right to remove any employee from the property at any time for any reason. We describe our hiring qualifications for employees later in the *Defining Hiring Requirements* section.

Approval for Hiring Temporary Employees

Transdev will follow TCRTA's requirements for hiring temporary employees as outlined in the RFP.

Hiring and Retaining Employees

Right Choice: Recruiting and Hiring Operators

Transdev invests heavily in our employees and works diligently to develop them as individuals.

We also promote fair hiring practices as we implement new strategies to attract and retain the best employees. Our regional Human Resources and local management teams adhere to all state and federal employment laws, and our Affirmative Action/ Equal Employment Opportunity Plan forms the foundation of our hiring practices and employment policies.

Transdev uses a seven-step screening process to recruit the best employees. It includes in-person interviews and skills testing.

The Transdev Standard

Our hiring process is a series of filters that separate suitable and unsuitable candidates. The important factor in hiring is not whether candidates know how to do a specific job, but if they have a positive attitude and are trainable. Our Operator training program provides the tools for new Operators to develop a meaningful and rewarding career and provide valuable services to the community.

Transdev's Recruitment Process

Transdev uses expediated recruiting and onboarding processes, including automating the scheduling of interview times and providing same-day drug and alcohol testing. Further, we can strategically onboard large groups of people at one time, using stations for different functions. For example, applicants begin at the first station filling tax forms, then move to the next station to learn about benefits, and so on. We may use these new procedures for the TCRTA Transit System services if we need to quickly hire employees or fill critical positions.



Transdev hires employees who exhibit customer sensitivity, a positive attitude, and a commitment to safety. They must have a level of integrity, be safety conscious, and understand that seniors and individuals with disabilities have unique needs. Due to the tight labor market and difficulty all transit companies face in recruiting quality Operators, we partner with Bayard, a full-service recruitment agency. Bayard assists us in job postings, job market analysis, and employment consulting. The agency carefully monitors our career website multiple times a day and uses advertising and artificial intelligence to post job openings on various websites automatically. Our internal marketing team and Bayard use search engine optimization to further attract talent.

We also use text messages to aid in recruiting by sending links to candidates to schedule interviews, links to where to provide information for screenings, and automated interview reminders. Candidates may also text a keyword to a short code to complete an application. In addition, we use Indeed Easy Apply to simplify the process. If a candidate's resume is in Indeed's database, a button will appear on our job posting that candidates may click to apply and bypass our login registration. Resume information is imported, and candidates fill out any remaining fields that were not completed when transferred to our hiring software, iCIMS.

Transdev also uses the following methods to recruit new employees:

Local Recruiting –Transdev has started a new push to recruit our Operators more creatively. Our efforts include reaching out to and collaborating with CDL schools, churches, military bases, workforce development offices, the Urban League, the National Association for the Advancement of Colored People (NAACP), Job Corps, youth services offices, Goodwill Industries offices, job clubs, and homeless shelters/transition homes.

Employee Referrals – Many employees promote their current jobs with Transdev, and word of mouth attracts new hires.

Veterans Outreach – We post positions on online veteran job boards, including the Armed Services Jobs, Save Our Veterans, and Veterans Job Bank. Local staff attend job fairs and partner with the TAPS officer on military bases.

Job Fairs – Our Human Resources team establishes relationships with local career agencies and attends local job fairs.



Developing Talent – We develop our talent and promote from within. Many of our Managers started their transit careers as Operators and were promoted because of their attitudes and abilities. After receiving employee survey feedback that employees want more opportunities for career development, we increased our training and development budget, added new training for General Managers, and improved our internal job application webpage.

Published Advertising – Transdev will begin advertising for staff for the TCRTA Transit System within days of contract award. We leverage multiple mainstream online job boards, including CareerBuilder, ZipRecruiter, JobCase, Glassdoor, and Indeed. We also post all available positions on the Transdev website and industry-specific boards, such as Transit Talent.com. Our subcontractor partner, SM Transit, will also provide guidance on local advertising opportunities that have proven to be effective. Our applicant tracking system manages recruiting and ensures regulatory compliance.

Transdev will meet all Operator requirements as outlined in the RFP and will seek candidates who possess strong customer service skills and have prior transportation experience. We also prefer candidates who are familiar with TCRTA and its service area.

Case Study: Success in Addressing Operator Shortages

Transdev has taken several innovative approaches to effectively recruit and hire Operators for the Arcadia yard for Foothill Transit in the tight labor market.



CDL Study Group – The first approach is to attract potential employees and help them understand how to obtain a career in transportation by creating a CDL Study Group. Candidates who pass our initial background check and screenings are invited to a two-day, eight-hour, paid training class to help them pass their CDL permit test. Holding classes over two days allows candidates to attend on their days off, enabling them to continue to work their current job while waiting to get their CDL. Transdev also covers the cost of the CDL test, and our Human Resources team stays in touch with participants with calls and emails to keep them motivated and engaged to take and pass the test, also ensuring that no one falls through the cracks. The CDL Study Group has allowed us to target candidates from different industries, not just those who are unemployed, and has greatly increased our applicant pool. This program has helped us maintain a strong Operator pool.

Website Landing Page and QR Codes – We provide a custom link for applicants to apply for positions with Transdev at Foothill. This link is posted on a number of job sites and speeds up the application process. Transdev staff follow up on all applications within one business day to keep candidates engaged. QR codes send applicants directly to the correct job posting.

Defining Hiring Requirements

We begin the employment selection process by defining the hiring requirements for employees. The minimum standards for Transdev and SM Transit Operators is included below. Please note that we will follow your hiring standards and selection criteria if they are more stringent than ours.

- Must be able to read, write, and communicate effectively in English
- Must be at least 21 years of age and have a driving record of at least three years
- Must have a high school diploma or GED
- Must have a current driver's license of the class required for the operation of the vehicle they are assigned to drive and must possess any other applicable licenses, permits, and endorsements required by federal, state, and local regulations
- Must possess a current DMV Medical Examiners Certificate or be able to pass a DOT physical

- Verified Transit Training (VTT), with 60 hours of classroom training, as well as 20 hours of individual behind-the wheel training
- Must have no homicide, manslaughter, or assault convictions associated with operations of a motor vehicle
- Must have no moving violations within the past 36 months, including but not limited to failure to stop at the scene of an accident, driving with a revoked license, possession of opened alcoholic containers, or attempting to elude an officer
- Must be able to pass a DOT pre-employment drug screening that complies with United States Department of Transportation standards
- Must pass a criminal background check - an applicant will not be denied employment solely on the grounds of a conviction for a criminal offense. Transdev will consider the type of offense, the date, and the relevance of the criminal conviction in the employment decision. The Regional Director of Human Resources will review any background check that shows a conviction before we hire the applicant.

Our Seven-Step Screening Process

Transdev uses the following seven-step screening and hiring process for Operators.

1. Written application
2. In-person interviewing
3. Drug testing
4. Criminal background check
5. Driving record check
6. Reference check
7. Skills testing/training

Step 1: Written Application



We require all applicants to complete a written or online application, which details previous employment experience and education. Transdev checks all applications for completeness and accuracy and reviews work history and minimum requirements.

Step 2: In-Person Interviewing



In-person interviews help us confirm objective employment information. Transdev asks questions to test the applicant's ability to comprehend and speak English and determine if an applicant can reason through instructions and construct a proper response. We use behavior-based interviewing techniques to ensure the applicant is a good fit for the position. English proficiency will be confirmed while filling out new hire paperwork and during the training process as well.

Step 3: Drug and Alcohol Testing



Transdev complies with all U.S Department of Transportation regulations regarding drug and alcohol testing as set forth in the RFP.

Step 4: Criminal Background Check



We hire a third-party firm to conduct criminal background checks, which include both federal and state records. The checks are intended to capture any information about prior felony convictions and whether the candidate is a wanted felon.

Step 5: Driving Record Check



Transdev conducts a Department of Motor Vehicles (DMV) driving record check prior to hiring. We regularly review the DMV driving record to ensure each Operator's license remains in compliance with our requirements. Our insurance carrier also conducts an annual review of our Operators' DMV records.

Step 6: Reference Check



Transdev verifies previous employment. We check information and contact references.

Step 7: Skills Testing /Training

Training is the final part of the hiring process, and trainees are conditional employees until they graduate from training. Trainees must demonstrate their ability to comprehend training material and verbalize and write their response to specific questions and problems. Training also verifies an employee's proficiency in English.

During training, Operators must be able to demonstrate:

- Ability to speak and comprehend English
- Ability to safely operate a TCRTA Transit System vehicle on-time
- A high level of customer care and service
- Proficiency in all materials presented in training
- Mastery of the defensive driving program
- Knowledge of the service area, routing, street numbering system, map reading, major trip generator locations, etc.
- Knowledge of and ability to comply with all applicable DOT safety regulations
- Understanding of accident and incident procedures and reports
- Knowledge of proper fares and collection procedures
- Proper use and procedures related to on-board communication equipment
- Safe operation of the vehicles, including bus maneuvers, familiarization, and pre-trip inspections
- Security awareness

- Passenger sensitivity and assistance, lift procedures, and loading/ securing mobility devices

Ongoing Background Checks



After a safety-sensitive employee is hired, we use a nationwide shared database called WebRisk to monitor compliance with our employment requirements. All safety-sensitive employees across the country are in this database, along with every type of permit that has an expiration date. For each employee, this database tracks vital permits and licenses such as commercial Operator's license dates, DOT physical dates, dates for the Operator's annual road evaluation, annual motor vehicle records checks, and more.

When an employee's permits, licenses, or evaluations approach an expiration date, an email alert is sent to their supervisor, per the following schedule:

- Sixty days before any expiration of any permit, license, or evaluation, an automatic alert is sent via email to the Safety and Training Manager.
- Thirty days prior to expiration and within five days of expiration, an alert is sent to the Safety and Training Manager and the General Manager.

As previously mentioned, Transdev understands that TCRTA reserves the right to have any Transdev employee removed from employment and TCRTA property at any time and for any reason.

Pull Notice Enrollment

Transdev uses SambaSafety to pull MVRs annually and monitor our Operators' driving records. We also use SambaSafety's continuous Operator monitoring software, Qorta, to provide automated alerts on violations, including speeding, suspensions, and DUIs. This ensures Transdev will always provide safe, qualified Operators for Operators for the TCRTA Transit System.

California SB 1070-1074

Transdev is dedicated to minimizing the number of employees displaced due to a contract transition, and we understand the value that experienced employees bring to an existing transportation program. Retaining incumbent employees fosters continuity of service, assists in a smooth transition, and benefits the community. All incumbent employees working on this contract who wish to become employees of Transdev will be provided a fair hiring opportunity. For consideration, each employee must meet Transdev's qualifications and be in good standing with TCRTA and the current contractor.

In compliance with California SB 1070-1074, Transdev will retain incumbent employees for not less than 90 days. We will retain those employees, except for reasonable and substantiated cause, and make a written offer of employment to each employee who has successfully passed all drug and alcohol testing, physical examination, and criminal background checks.

Bilingual Preference

Transdev actively recruits and gives hiring preferences to individuals fluent in English and Spanish for passenger facing positions, especially Operators and Customer Services Representatives (CSRs). Open positions are advertised in English and Spanish to assist in recruitment.

To improve customer service for our Spanish-speaking passengers, we teach Operators common phrases in Spanish. We also produce and distribute handouts to employees with transit-specific phrases in Spanish. The image below shows a portion of the seven-page document we provide to Operators.



Questions / Preguntas / Tanong

English	Spanish	Tagalog
What is your destination?	Cual es su destinacion?	Saan po ang inyong destinasyon
Where are you going?	A donde va? A donde vas?	Saan po kayo pupunta
This bus goes to____	El destino de este camion es____	Ang bus ay pupunta sa
The number of this bus is____	El numero de este camion es _____	Ang numero ng bus ay
The fare is____	El precio es____	Ang bayad po ay
The fare for one person is____	El precio para una persona es____	Ang bayad po sa isang tao ay
The fare for two people is ____	El precio para dos personas es____	Ang bayad po sa dalawang tao ay
The fare from____to____is____	El precio de____hacia____es____	Ang bayad po mula sa ____hanggang____ay
The fare one way is____	Una via cuesta ____	Ang bayad po ng isang daanan ay
Do you need a transfer?	Necesita un transbordo?	Kailanga nyo po ba ng transfer
The buses run every hour	Los autobuses salen cada hora	Ang bus ay rumarakbo bawat isang oras
Show me your ticket, pass, transfer, please	Muestreme su boleto, pasaje, transbordo, por favor	Paki-usap na ipakita po ang inyong tiket, pass, transfer
Transfers are valid in one direction only	Los transbordos son validos en una direccion solamente	Ang transfer ay balido ng isang direksyon lang
You may not use a transfer to complete a round trip	No se permite usar el transbordo para completar un viaje de ida y vuelta	Hindi po puwedeng gamitin ang tranefer para makumpleto and isang buong byahe
Transfers are valid for 1 hour	Los transbordos son validos por 1 hora	Ang ticket na transfer ay balido na isang oras

Plan and Process for Part-Time or Temporary Employees

Transdev does not plan to use part time employees for our TCRTA operation. SM Transit will have 10 part time Operator positions and 1 part time bus stop maintenance position. The part time positions for SM Transit add needed flexibility to Operator scheduling to meet the needs of service. The system is currently being run this way and this does not represent a change from the current state of service. As previously mentioned, Transdev will follow TCRTA's requirements for hiring temporary employees as outlined in the RFP.

Employee Retention and Incentives

Transdev Retention and Incentives

The goals of our retention and incentive plans are to increase employee engagement, help our employees view operations through the eyes of the passenger, and facilitate understanding of the importance of their role in the overall organization.

Our incentive plans focus on quantifiable safety, reliability, and customer service parameters, as well as observations and customer comments. The following programs are examples of the retention and incentive programs we may implement for TCRTA, with bonuses dependent upon need.

Sign-On Bonus

Transdev will offer a sign-on bonus for new Operators; this will be paid out in increments over a 12-month period.

Referral Bonus

This bonus will be paid to the new employee and the TCRTA Transit System employee that made the referral. This will be paid out in increments over a 12-month period.

Retention Incentive

Operators will receive a bonus after each full year of service.

Employee of the Month

We award Operator of the Month and Employee of the Month each month. Each winner receives a monetary award and is recognized in front of their peers.

Employee of the Year

Transdev recognizes an outstanding individual with an Employee of the Year award. Throughout the year, employees will earn points based on their performance related to safety, attendance, operational excellence, and customer satisfaction. (For Maintenance Employees, the customer is Operations.) Recognition for the employee with the most points could include a plaque, cash gift, or a picture on the wall. This award generates friendly competition and helps employees to focus on continuous improvement.

TOP Challenge

The Team On-time Performance (TOP) Challenge enables employees to compete to improve schedule adherence for prizes.

Years of Safe Driving Program

The Years of Safe Driving program is a formal safety award program created by Transdev for recognizing and honoring Operators who a full year without an accident or injury.

[redacted]



SM Transit Incentive Programs

SM Transit's positive, proactive Safety Award Program is designed to help employees understand when, where, and what forms of safety behaviors are expected. Recognizing and rewarding employees for compliance with safety protocols and successful progression toward and achievement of theirsafety goals is one way to develop, and more importantly, reinforce, an organizational norm that working safely is valued and expected. In addition to awards and recognition for years of service, full time SM Transit employees who meet safety and operational performance goals receive a SM Transit Safety Award, including a cash bonus and safety award pins and patches.

Each month, a SM Transit employee is selected as Employee of the Month. This is based on safety performance, attendance, and general overall performance. The employee receives $25.00, and recognition at an SM Transit Safety toolbox meeting.

Employee Appreciation and Team-Building Events

Transdev conducts several employee appreciation events each year, including barbeques, breakfasts, ice cream socials, etc. For example, many of our locations recently celebrated Employee Appreciation Day with special treats, meals and messages.

Employee Appreciation Day

Transdev recently celebrated Employee Appreciation Day at all of our locations throughout the U.S. Our management teams marked the occasion in many different ways, including, distributing treats and snacks and preparing meals for employees. Thank You posters and banners recognizing everyone's hard work were prominently displayed and messages of appreciation were sent out throughout the day to employees via in-vehicle tablets and radios and by email







Step Up Program - Opportunities for Advancement

Transdev provides all employees the opportunity to improve their position, increase their skills and knowledge, and gain additional experience to improve their careers. We encourage employees to apply and interview for positions that they are qualified for and interested in pursuing. For example, our Regional Vice President for the Southwest started as an Operator and progressively increased his responsibilities to his position today.



Transdev will introduce the Step-Up program to support this initiative. Under this program, employees who qualify will be interviewed regarding their skills and aspirations within the location or even on a larger scale with Transdev elsewhere.

Successful interviewees will be selected for the program and provided with an orientation and scheduled training for their desired role(s) and assigned to a senior supervisor as a mentor. Upon completion of the training, the individual is tested on knowledge gained and once a satisfactory score is achieved, the individual is eligible to fill in for their desired role on an as-needed basis which helps ensure retention of the skills learned and further their knowledge. When opportunities for promotion come available, we choose Step-Up candidates first.

Technician ASE Certification Incentive

Transdev has been actively promoting participation in the Automotive Service Excellence (ASE) Certification Program and reimburses employees for the successful completion, paying the enrollment fee and the test fees for these certification exams. We offer $100 to our Technicians to earn each ASE Certification, for a total potential bonus of $2,000 each year.

Custom Employee Wellness Programs

Transdev has a variety of wellness programs that we use globally, and we will customize an employee wellness program for the TCRTA transit system. We encourage our teams to create contests to promote healthier living, including ideas like walking contests, weight-loss competitions, community walkathons, hiking, or biking clubs.

Monthly safety meetings will include a 15-minute wellness topic. This program will evolve, and topics will be based on current events, employee suggestions, and input from TCRTA team members. Sample topics include diabetes and sleep apnea awareness, healthy eating, first aid, stress management, exercise, community outreach, and financial health.

Every few months, we highlight a health- and safety-related topic. One example was our Beat the Heat educational initiative, in which we encouraged employees to stay hydrated, avoid sugary beverages, and minimize caffeine.

Mobility Change Makers Program

Employees are named Mobility Change Maker when they put passengers first and consistently go the extra mile to provide excellent service to internal and external customers. General Manager Les Belton will nominate employees for this award, and they will receive a certificate and be recognized on our internal employee website.



Employee Learning and Professional Development

In addition to our standard training programs for all employee roles, Transdev supports ongoing skills development by offering many learning programs and training opportunities. Our goal is to retain motivated, engaged employees and help them gain new skills to grow into leadership roles.

ManageMap Workshop Series – provide Supervisors and Managers with information and resources for developing the skills they will need to identify and address common workplace issues and situations.

Developing Supervisors for Success (DSS) – offers frontline supervisors the opportunity to learn how to increase team engagement and communication while also understanding personal approaches, triggers, and styles to improving work relationships.

Step-Up Mentoring – offers a path for employees to develop their skills in a mentorship structure. They receive orientation, are scheduled for training for their desired role and are assigned a mentor. Upon completion of the training, the individual is eligible to fill in for their desired role on an as-needed basis, which helps ensure retention of the skills learned and further their knowledge. When opportunities for promotion come available, we choose Step-Up candidates first

Mentor@Transdev – This one-year mentorship program for women provides opportunities to grow and succeed, encourages women to speak up, fosters a strong sense of belonging, and reinforces supervisor fairness in decision-making. The curriculum includes self-paced learning opportunities, monthly mentor and group meetings, strength-finders tests and follow-up analysis, membership to one of three transportation associations, and a capstone project at the conclusion of the program.

Manager Development Program (MDP) – is a self-paced program for current management employees with supervisory experience interested in becoming a General Manager. MDP trainees spend 12 to 18 months completing online learning, attending leadership workshops, engaging in critical thinking exercises, and creating action plans.

General Manager (GM) Onboarding – is designed to support newly hired and newly promoted General Managers. Subject matter experts facilitate training throughout 15 sessions. The program provides an introduction to Transdev and defines the key functional areas where a General Manager must be effective.

Transdev Leadership Development Program (TLDP) – is a six-month leadership program for General Managers who have held the role for one to three years. The program offers opportunities to enhance or further develop the General Manager's knowledge, skills, and abilities. During in-person and virtual training sessions, experts in finance, operations, safety, recruitment, and labor lead the training. TLDP participation is by invitation.

GM Contract Management Training – provides new General Managers with an overview of the information and tools needed to manage their contract effectively. Training is delivered online and in-person and covers contract basics, contract compliance, and best practices.

Learning Management System (LMS) Workstation - Transdev will provide a computer and workstation dedicated exclusively to employees to attend LMS classes. We offer all employees short webinars, articles, and podcasts on current topics, including software

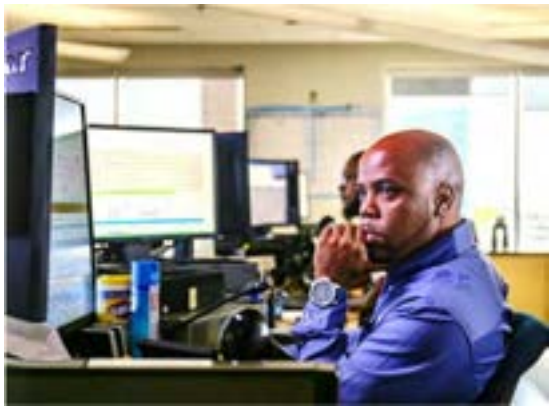
systems, motivation, and management. The LMS will be accessible at any time by any of our team members.

Competitive Wages and Benefits

Our proposal includes adequate wages to recruit and retain a qualified team. We offer a robust benefits package, including vacation, sick leave, health care, short-term disability, life insurance, and vision and dental care. These benefits increase with seniority to recognize the importance placed on retaining experienced team members.

Non-Union Employee Benefits

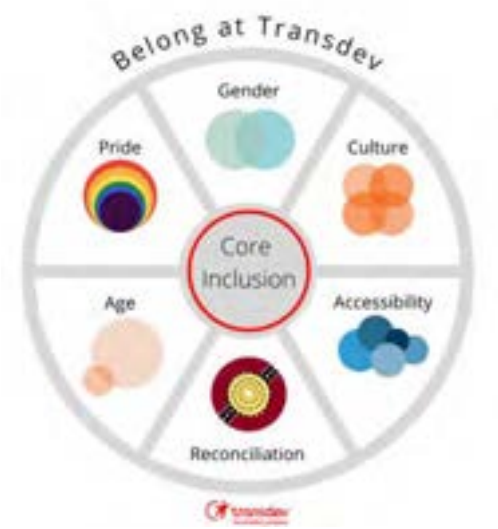
Transdev offers annual wage increases to our non-union employees at the beginning of the year. Additionally, Transdev offers a competitive benefits package that includes:



- **Life Insurance** – Transdev will provide a term life insurance plan at no cost to the employee. The plan offers an employee's annual salary. In addition, employees may purchase additional life insurance between one to five times their annual salary at their own expense.
- **Short- and Long-Term Disability** – Transdev provides short- and long-term disability to employees.
- **Employee Assistance Program (EAP)** – Transdev provides employees and their families with an Employee Assistance Program (EAP) through Quantum Health Solutions. Our Employee Assistance Program offers free and confidential support for various personal issues and concerns with up to eight free counseling sessions per issue.
- **Retirement** – Transdev offers access to a 401(k)-retirement employee match plan which can provide a tax-deferred savings feature and choice of a variety of investment fund options currently administered through Fidelity Investments.
- **Vacation** – Employees accrue vacation time based upon hours worked, for a total of five vacation days after one year of service, ten vacation days after two years of service, and 15 days after five years of service.
- **Holidays** – Employees receive eight federal holidays (New Year's Day, Martin Luther King Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day). Employees also receive two personal days and four floating holidays each year.
- **Jury Duty** – Transdev takes its civic responsibilities seriously and pays employees who are summoned for jury duty service.
- **Bereavement Leave** - Transdev provides employees with funeral leave of up to three paid days for nearby funeral services and five days for funerals more than 500 miles away.

Equal Employment Opportunity (EEO) Program

Transdev is an Equal Opportunity Employer committed to creating and maintaining a qualified and diverse workforce. Transdev affords equal employment opportunities to employees and applicants and does not tolerate discrimination based on gender, race, sex, religion, color, creed, age, national origin, ancestry, marital status, citizenship status, veteran status, disability, sexual orientation, or any other factor prohibited by applicable federal, state, or local law.



This policy applies to all terms, conditions, and privileges of employment, including recruitment, employment, on-boarding, initial periods of employment, job assignments, training and development, working conditions, promotion, transfer, compensation, benefits, educational assistance, layoff and recall, social and recreation programs, termination and separation and other terms and conditions of employment.

Diversity and Inclusion

The topic of Diversity and Inclusion is an important priority for Transdev. As a company, we are committed to ensuring diverse points of view in our decision-making and want all our team members to feel included and welcome. We are committed to identifying unintentional biases wherever they exist and having honest dialogue when this occurs, so we learn from these situations.

Diversity and Inclusion Council



As a company, Transdev is committed to ensuring diverse points of view in our decision-making. We want all our team members to feel included and welcome in our culture. To build this culture of belonging, we created the Diversity and Inclusion Council. The council is an advisory board of 15 employees who advocate for, coordinate, manage, and monitor diversity and inclusion. Sponsored by our Executive Committee, the Council is representative of the diversity within our organization, including gender, race, sexual orientation, age, disability, veteran status, and life experience.

Recruiting Women in the Transit Industry



Transdev is piloting a new all-female driving school in Melbourne, Australia, to help women learn to become bus Operators. Transdev Australia wanted their Operator workforce to reflect the communities they serve, and this initiative is encouraging more women to consider careers as bus Operators. The goal is to have 40% female bus Operators by 2030.

This school offers a tailored program for women who already have drivers' licenses to become bus Operators a safe, supportive environment.

Transdev is also working on other initiatives to recruit female Operators. For example, we are working with the Transportation Workers Union to identify women from the aviation industry who have lost jobs due to COVID-19 and could retrain as bus Operators.

c. Management Plan

Paratransit Work Plan – Reservations, Scheduling, and Dispatch



Transdev will process trip requests and enter them into Trapeze. . Our corporate support team is adept in adjusting parameters and other key settings in the software to maximize paratransit service efficiency.

Reservations

One of our most important responsibilities as the TCRTA Transit System contractor is efficient and professional handling of ADA trip requests. We train our Customer Service Representatives (CSRs) to treat all callers with respect - speaking clearly and being patient. They will use a call script created by Transdev and approved by TCRTA.

Transdev will accept trip requests during the hours of operations as specified in the RFP, except TCRTA-approved holidays. CSRs will enter all required trip data into the scheduling software, including information such as pick-up and drop-off addresses; the desired date and time for service; the number of passengers; whether the passenger will be using a mobility device or traveling with a service animal; and any other special instructions the Operator might need to know. The scheduling software will suggest a time within the negotiation window, and CSRs will book the trip. They will repeat all information back to the caller to confirm accuracy.

Genesys Phone System and Call Recording Software

Transdev will use the Genesys PureConnect cloud-based phone system to make, receive, track, route, and record calls. We have implemented PureConnect at several our systems with great success.

PureConnect is a customizable and scalable voice over IP (VoIP) solution with enhanced features, such as call and screen recording (for incoming and outgoing calls), performance monitoring, and programmed messaging. It houses the integrated interactive voice response (IVR), automatic call distributor (ACD), auto-dialer, and workforce engagement management systems. Transdev's local managers will configure settings and capabilities in the software without support from our Information Technology Department or the vendor.

"The CSR (Olga Zenteno) is kind, caring, and professional with the Veterans and people with disabilities. Keep up the good work." - Vine Transit Passenger

This technology provides a broad scope of capabilities, including:

Genesys PureConnect Automated Phone System	
Feature	**Description**
Omnichannel Routing	Customer interactions, including voice calls, voicemails, chats, faxes, texts, and emails are routed in the right order to the most appropriate CSR.
Self-Service	Callers can perform a variety of self-service functions using their telephones' touch tones or spoken phrases. Speech recognition is built in.
Workforce Engagement Management (WEM)	A wide variety of WEM capabilities are built-in, including workforce management (WFM), multichannel recording, quality management, customer feedback, and speech analytics, as well as real-time dashboards and historical reporting.
Real-Time Speech Analytics	Voice interactions are recorded and analyzed in real-time. Keywords are identified and scored, and scores are aggregated and displayed. Keywords are bookmarked in recordings to help with evaluations. Powerful analytics and data visualizations are also available, including pre-built dashboards, for faster access to valuable insights.
Real-Time Monitoring	Supervisors can listen to a CSR's call, "whisper" in their ear for coaching, take over the call, initiate a recording, and so on. Configurable thresholds alert Supervisors when action is needed. Historical and predictive agent scoring is provided.
Reporting and Analytics	Every event associated with a processed interaction (call, fax, voicemail, etc.) is logged for a complete view of what happened—beginning to end. A graphical report viewer lets managers easily create real-time or historical ad-hoc reports. Standard or custom reports may be created automatically on a daily, weekly, or monthly basis.

Genesys PureConnect Automated Phone System	
Auto-Attendant	Configure auto attendant to automatically answer calls, prompt callers to make menu choices, and route calls efficiently. Once callers select an option, the auto-attendant plays pre-recorded prompts, offers a submenu, searches an employee directory, transfers calls, sends or receives faxes, and provides access to voicemail and more.
Faxing	Receive, view, or send faxes; receive faxes will be sent as email attachments as TIFF, PNG, or PDF files.
Voicemail	Open voicemail messages as attachments in emails or listen to them from an optional voicemail view in the interface or telephone. Listen to someone leaving a message; pick up a call as someone leaves a message; and transfer calls to voicemail.
Certifications	SOC2, ISO, PCI and DSS, and HIPAA

Genesys accurately tracks all call-traffic data, including the number of incoming and outgoing calls, callers' requested queues, hold times, number of abandoned calls, etc. The system aggregates this information into daily, weekly, monthly, quarterly, and annual data sets for simplified reporting. With our data discovery tool, TCRTA will be able to review call data information online at any time.



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Our Experience with Trapeze

Transdev will host Trapeze for our TCRTA operation. Transdev's Business Technology Group, led by Vice President of Business Solutions Christopher Bryan, has experience managing technology at over 300 transit operating locations with varying service models. He has implemented Trapeze products at dozens of locations and optimized the features of the software. In fact, Christopher worked for Trapeze for 10 years prior to joining Transdev as a software developer.

Our in-house Trapeze experts will support Trapeze, regularly adjust the settings and back-end parameters in Trapeze, and update the software ourselves annually, Further, we will provide extensive training to the staff to help them optimize the features of this software.

Our team of Trapeze experts has nearly 250 combined years of experience implementing and managing this technology across. These team members and their years of experience with Trapeze include:

- Christopher Bryan - 27 years
- Tazmisha Jones - 25 years
- Andrew Krueger - 24 years
- Matthew Yager - 27 years
- Jothi Sadasivam - 14 years
- Victor Santillan - 24 years
- Chris O'Hara - 23 years
- Cliff Bandringa - 21 years
- Bobbi MacDonald - 25 years
- Jackie Webb - 14 years
- Jonathan Lampert - 24 years

Trapeze Locations

Transdev operates Trapeze in the following locations:

- Baltimore, MD
- Charleston, SC
- Chico, CA
- Colorado Springs, CO
- Concord, CA
- Essex County, NJ
- Fulton County, GA
- Gwinnett County, GA
- Jefferson Parish, LA
- Lansing, MI
- Napa, CA
- Nassau, NY
- Phoenix, A
- New Orleans, LA
- San Francisco, CA
- Washington, D.C

Scheduling with Trapeze



The goal of scheduling is to provide an efficient and feasible plan for service to dispatch. The Scheduler builds and maintains schedules within Trapeze; building runs; assigning vehicles to runs; anchoring standing trips to runs whenever practicable; and optimizing schedules to ensure the best possible balance of productivity and expected on-time performance.

Schedulers also review trips placed on standby to assign as many as possible to fill gaps in runs, leaving the minimum number of standby trips possible for same-day processing.

Transdev's assigned Scheduler will be responsible for the following duties:

- Working with the Dispatchers and using historical trip data and ridership demand projections, to develop schedule templates within Trapeze that maximize vehicle availability during peaks, and which support effective and stable operations.
- To the extent practicable, use standing orders and other predictable demand to anchor the beginning and end of routes in such a way as to promote route stability and productivity.
- Enter requested standing order trips into the Trapeze environment and inform the CSR about the final schedules for these trips.
- Throughout the week prior to the day of service, optimize the schedule, make route start and end time adjustments, and open and cancel routes to ensure that everything possible is being done to promote system productivity. This optimization will be automatically performed within Trapeze.
- At the end of the day before service, re-optimize the schedules; eliminate unnecessary capacity, and develop final schedules.

Scheduling templates serve as the basis for Operator run development. Unlike fixed route services, paratransit runs offer a start and end time that can be modified based on demand and the first trip.

Scheduling Random Trips

Trapeze streamlines the trip reservation process and allows CSRs to capture passenger needs for their random or subscription trips.

On the Reservation Screen, the CSR captures the following information about the passengers:

- Pick-up and drop-off times and locations (map view available)
- Additional passengers, including an escort, attendant, or other companion
- Trip purpose

Mobility devices

Vehicle mode requirements (for example, wheelchair lift)

Language preferences

Any notes needed for the Operator

If the passenger has visited the same destination in the past, much of this information will autofill to streamline the reservation process.

CSRs can designate a contact method to send the appointment reminders, including text messaging or an IVR call on the night before or day of service. Once a trip is entered, we will verify the information with the passenger and schedule a return trip if needed.

Scheduling Subscription Trips

Transdev can set up subscription trips. If trips recur on a specific day each month, the CSR can designate the days of the month that trips should run. Once this information is entered, the CSR can denote the period for which subscription trips are authorized. At the close of entry, a confirmation screen will appear with a review of the subscription data, and CSRs will have the option to automatically schedule return subscription trips.



Batch Scheduling

Transdev has extensive experience with batch scheduling, as well as with the use of real-time optimization and time-of-booking scheduling tools. Our in-house mobility management expertise includes super users for batch optimization software offered by Syncromatics, Trapeze, StrataGen, Ecolane, RouteMatch, and many others. This will help us integrate all systems into Trapeze. Since the City of Porterville uses RouteMatch, and the City of Tulare utilizes Syncromatics, we will be able to integrate this data seamlessly. Our corporate staff has comprehensive experience with and understanding of the core functions and purposes of the batch scheduling process. This in-depth understanding is essential for a location like the TCRTA transit system that makes use of the Trapeze system, as the configuration of TCRTA strategy parameters is a crucial component to achieving and maintaining a successful batch process.

Our Experience with Trapeze

Transdev's Business Technology Group, led by Vice President of Business Solutions Christopher Bryan, has experience managing technology at over 300 transit operating locations with varying service models. Our Trapeze experience is described in more detail later in this Tab in the *Technologies Section.*

Dispatch Plan for Paratransit and Fixed Route Operations

To provide excellent customer service and maintain key performance standards, Dispatchers must constantly monitor and proactively react to service on the street. Transdev will host Trapeze and supplement it with our Command Console proprietary routing, scheduling, and dispatching software. We will also provide TripShot fixed route CAD/AVL software for TCRTA's services.

Using Command Console integrated with Trapeze our Dispatchers will manage exceptions to the schedules and quickly identify and resolve issues.

Dispatchers are charged with handling same-day changes to the schedule that the scheduling software does not do automatically. They manage exceptions to the schedule, such as vehicle breakdowns, customer service issues, or unexpected traffic.

Specific tasks that our Dispatchers perform include:



- Ensure Operators are fit for duty when they report to work
- Real-time communication of trip cancellations, road hazards, etc.
- Assistance when Operators cannot locate a passenger upon arrival
- Authorization of no-shows if a demand-response passenger does not board within the pick-up window
- Assistance to Operators in the event of an in-service mechanical failure, accident, incident, or other problem
- Notification of appropriate first responders and deployment of our General Manager in the event of a serious accident or incident
- Preparation of required paperwork and electronic logs and reports

Making Trip Reassignments

Transdev's goal is to provide and operate service schedules that are productive and realistic. However, circumstances change, and our Dispatchers are prepared to make trip reassignments when necessary. Our goal is to only reassign trips in the following circumstances:

An Operator/vehicle is unable to complete their trip, including Operator or passenger injury or illness, disruptive passengers, accidents, stopped traffic, etc.

- Transdev's Extraboard Operators will ensure trips can be covered in the event of a late Operator or Operator who calls off of work. Extraboard Operators are a group of standby on-duty Operators ready to provide trip if necessary. Our Transdev Vision technology monitors yard pull-outs and if any route fails to pull out on time. If an incident requires a route to be covered for a period, the Dispatcher will reassign any impacted trips to other routes.

A route is running late or is expected to run late

- Dispatchers will monitor route statuses and move trips as needed to maintain TCRTA's on-time performance. Transdev's goal is to move trips with enough time that the passenger is never impacted but not so early that routes are revised unnecessarily. This is a balancing act, but as Transdev becomes more experienced with same-day trip cancellation and no-show patterns in your service area, our Dispatchers will forecast when apparent lateness truly represents a threat to system performance.

A trip near the beginning or end of a route is canceled

- If a trip near the beginning or end of a manifest is canceled, Dispatchers check the trips that are scheduled to occur between the canceled trip and the end of the route to determine whether reassigning those trips would increase productivity. If by moving one or two trips, Transdev can eliminate unproductive service hours at the beginning or end of a route, we will do so to reduce the overall cost of service.



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Microsoft Power BI

Our Vision Suite integrates with [redacted] Microsoft's Power BI to provide access to critical information about accidents and incidents, including location, time of day, day of week, employee identification, seniority of the employee, the root cause of the accident, the number of safety incidents the employee has been involved in, etc.

This information enables us to quickly identify trends and develop action plans to prevent future incidents. We conduct quarterly reviews to ensure the accuracy of data collected. Through Power BI, we track our overall safety performance in several areas and drill down to capture very detailed information regarding each accident or incident.

Power BI also provides a monthly report for managers to identify Operators who have repeated accident issues, monitor claims status, and identify and evaluate risks. It serves as a risk management software and is also a powerful tool in understanding system safety trends and employee progress.

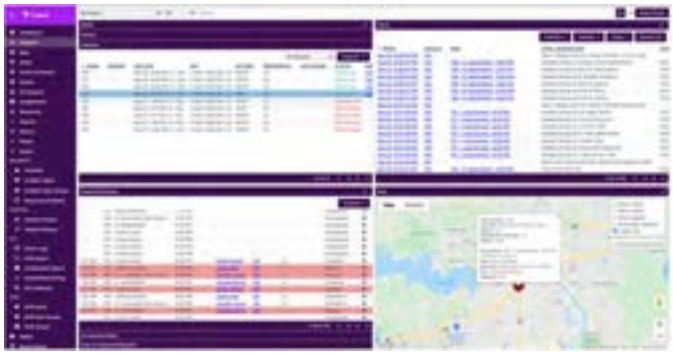
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TripShot CAD/AVL

Transdev will provide TripShot as the CAD/AVL system for all fixed route services. TripShot is a simple mobility operating system that manages, tracks, and optimizes fleets and transportation services. It gives Dispatchers control and visibility into system data, including administrative portals, dashboards, reporting, KPIs, asset management, and more. The system generates recommendations and helps Dispatchers pivot services and routes quickly to meet ever-changing needs of passengers. Alerts and real-time data provide Dispatchers with accurate information to make informed decisions.



TripShot's platform offers a unifying suite of features enabling the flexible delivery of services to your ridership. Complete control of your mobility ecosystem with TripShot includes fixed-route creation, scheduling, assignments, management, on-demand service support, dashboards, KPIs, APIs, out-of-the-box GTFS, resource management, True-Time® arrival technology and much more.

The TripShot app works seamlessly with a back-end solution to provide accurate and up-to-date passenger information. The app features the ability to view route schedules and stop details, receive True-Time® arrival notifications, track vehicle location, use a multi-modal Trip Planner, and explore stops nearby. TripShot also offers robust APIs which can be consumed by 3rd party apps.



TripShot's GPS integration monitors True-Time® vehicle location and activity. With our capacity to capture GPS every second, paired with the intelligence behind TripShot's mapping algorithms, we deliver the most accurate location data from any CAD/AVL system on the market today.

On board the vehicle, a mobile device with a business-grade data connection can power the TripShot Driver App and platform's features. TripShot leverages leading navigation analytics tools, giving it insight into real-time traffic and allowing the system to seamlessly deliver accurate vehicle locations, arrival and departure times, and ETAs, regardless of accidents, inclement weather, or a disruption in signal. Multiple time-zones can be accommodated through our "Regions" functionality, and all regions will automatically account for the seasonal shift for daylight savings time.

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Recruitment and Training

Transdev's recruitment and training processes were discussed earlier in this Tab in the. *Staffing Plan and Narrative* section. Details of our action plan to achieve the start date are provided later in this Tab in *Section 6. Mobilization / Start-Up Plan* and in the detailed transition timeline in the *Appendix*.

Implementation Plan

Transdev describes our mobilization and start-up plan in detail later in this Tab in *Section 6. Mobilization/Start-Up Plan*, as required. A detailed transition timeline showing the tasks we will conduct during implementation is provided in the *Appendix*.

Organizational Chart

Transdev provided a local organizational chart and staffing plan earlier in this Tab in *Section b. Staffing Plan and Narrative*. Our staffing plan exceeds TCRTA's minimum requirements, and all of our positions will be solely dedicated to the TCRTA Transit System. We provided our corporate organizational chart earlier in the proposal, as required.

Wage Chart

The following chart shows our proposed wages for the TCRTA Transit System employees in Year One of the contract.

Title	Salary or Average Hourly Wage
General Manager	*Confidential*
Assistant General Manager	*Confidential*
Safety and Training Manager	*Confidential*
Maintenance Manager	*Confidential*
HR Manager	*Confidential*
Customer Service Manager	*Confidential*

Title	Salary or Average Hourly Wage
Road Supervisors	$22.88 - $23.67/hour (depending on the service location and CBA)
Dispatcher	$24.50/hour
Customer Service Agents/Ticketing	$17.00 - $24.00/hour
Trainer	*Confidential*
Utility Workers	$16.88 - $17.00/hour
Lead Mechanic	$40.00/hour
A Mechanic	$36.00/hour
B Mechanic	$34.00/hour
Parts Clerk	$18.50/hour

Supervisor Job Duties

Transdev's Road Supervisors will be responsible for maintaining the performance of street operations and will attend to all issues regarding routes, customers, vehicles, and Operators. Transdev's Road Supervision plan will give Road Supervisors a complete reference guide to effectively oversee Operators. In addition to supporting Operators, Road Supervisors will spend time at transit centers and transit points, where they will serve as approachable TCRTA Ambassadors for the public and passengers. Transdev's team will be responsible for quality assurance of the Porterville services operated by our subcontractor SM Transit. SM Transit will also provide two Road Supervisors for the South Yard Services.

Our Road Supervisors' responsibilities include the following:

- Monitor and document daily service operations regarding safety and on-time performance and ensure all Operators are following Transdev and TCRTA rules and procedures
- Investigate customer complaints and assist in resolving ongoing issues on the street
- Assist passengers by answering questions and providing information about service, schedules, and fare structures
- Oversee and assist Operators with accurate and thorough pre-trip inspections and assist in the yard during pull out. Ensure on-time performance standards are met throughout the day. Immediately coach and correct Operator performance that does not meet expectations or when safety issues have been reported or identified

- Respond to service challenges, including detours related to street closures or community events that could impact a route
- Respond to accidents and incidents and restore service
- Help Operators prepare accident reports
- Inform supervisory personnel regarding operational problems and coordinate efforts toward their resolution
- Perform road checks, time checks, ride checks, uniform inspections, and road observations. Conduct in-line checks to ensure equipment and electronics are working properly, the vehicles are clean and ready for operations, and Operators are ready for service



- Investigate and respond to unsafe location/situation reports; make recommendations and/or changes to resolve the unsafe situation

Supervisors will be staffed during all service hours and will be responsible for local operations of the TCRTA Transit System.

Key Personnel

Regional Support Team

While it is the responsibility of the on-site General Manager to deliver the commitments of our contract, Transdev's system of checks and balances ensures accountability in meeting and exceeding the expectations of our customers and clients.



Transdev has an established oversight and support team of senior managers that will ensure TCRTA's expectations are met, our procedures are followed, and overall performance is within the standards established by the contract, laws, and Transdev's internal standards.

Transdev's corporate and regional support staff will have regular on-site visits and virtual meetings with our local team to review key performance indicators and challenges as well as receive hiring and recruiting updates. During these meetings, Regional Vice President Ibrahima Toure and his regional team will work with our local team to determine strategies for service improvement.

Regional Vice President Ibrahima Toure

Ibrahima will ensure the Transdev TCRTA Transit System team has the resources they need to meet and exceed performance standards. He will also serve as the liaison between Transdev and TCRTA and will be on-site regularly during the transition and throughout the contract term.



Ibrahima brings the combination of boots-on-the-ground experience and strategic leadership acumen to his role as Regional Vice President. Ibrahima will secure Transdev's national and international resources to benefit the TCRTA Transit System. He manages over 13 operations for Transdev, handles labor relations, serves as a governmental liaison, and coordinates emergency response plans. Ibrahima is also responsible for corporate initiatives, including safety programs; Operator development and training programs; vehicle maintenance programs; environmental auditing; financial reviews and compliance; system software implementation; staff evaluations; technological innovations; risk management programs; and the development of corporate strategies.

Ibrahima joined Transdev in 2004 as an Operator in Denver while he was in college. He has been promoted to roles of increasing responsibility for the past 16 years. Before his current role, Ibrahima served as a Business Development Vice President and helped Transdev secure new contracts and maintain existing operations. Over the past five years, Ibrahima has worked with several of our key operations, including San Diego, Phoenix, Denver, and Atlanta. Ibrahima's previous experience with Transdev includes six years at Butte Regional Transit in Chico, CA, as General Manager, Assistant General Manager, and Safety/Training and Information Technology Manager.

Ibrahima has a Master of Science in Business Administration from Denver's Regis University and a Bachelor of Science in Computer Networking. He is an active APTA leadership committee member, as well as an APTA leadership program graduate, a Mass Transit Top 40 Under 40 award recipient. He is certified as both a Project Manager and a Community Transit Manager. Further, he is a member of the California Transit Association's Business Member Advisory Group.

Senior National Director of Maintenance Mark Nicholson

For the TCRTA Transit System, Mark will work with the local team to ensure corporate maintenance initiatives are implemented, and that the fleet remains safe and reliable for our passengers.



During his 25-year career with Transdev, Senior National Maintenance Director Mark Nicholson has overseen fleets used by clients throughout the North and Southeast regions of the United States. Mark's management experience in local shops and regional assignments gives him a keen understanding of bus maintenance. He knows the challenges clients face and has experience implementing the necessary changes to sustain an excellent maintenance program.

Mark started his transportation career in 1991, working as an equipment technician and foreman for the Dallas Area Rapid Transit (DART) in Dallas, Texas. After six years in this role, he joined the Transdev team as a foreman working on the large fleet operated in Las Vegas, Nevada. His success in this role led to his promotion to Director of Maintenance/General Manager for the company's contracts in Cobb County, Georgia, and Mesa, Arizona.

Mark's experience on diverse contracts and nearly 30 years in the field brought Mark to the role he is in today – leading Transdev's national efforts to develop best practices for maintenance programs. He has completed extensive training during his career and has numerous certifications, including certification in Ricon wheelchair lift and equipment, EPA Refrigeration, and AMEREX Fire Suppression.

National Safety Director Scott Brace

For the TCRTA Transit System, Scott will assist the Safety and Training Manager in managing the safety program to minimize accidents and incidents.



Scott is responsible for safety and training and environmental programs, processes, and compliance. He will assist with safety education, accident investigations, on-site safety support, and will ensure compliance with safety requirements and regulations. Scott will also conduct an annual safety audit of the TCRTA Transit System. He provides high-quality safety and security programs, meeting Transdev's standards, clients' expectations, and all regulations. He also helps oversee the professional development of local safety and training staff.

Scott has over 23 years of experience in the transportation industry. He rejoined Transdev in January 2019 as the Safety Training and Security Manager at our paratransit operation in Las Vegas, where he oversaw the safety program for a service with a fleet of 363 vehicles. He had previously worked for Transdev in Englewood, CO, from 2004 to 2013 as a Safety and Training Supervisor, then Manager. Scott began his career as a motorcoach operator in Breckenridge, CO. He has participated in numerous training courses from OSHA, TSI, FTA, the State of Colorado, Easter Seals, and other organizations.

Regional Director of Human Resources Kate Riley

For the TCRTA Transit System, Kate will bring corporate personnel initiatives to the local operation and help recruit and retain employees.



Kate is responsible for human resource activities throughout Transdev's Southwest Region. She will support our TCRTA Transit System operation with hiring/recruiting, payroll, employee benefits, and employee performance management issues. She is responsible for helping our local teams ensure compliance with all federal, state, and local labor regulations as they manage daily operations.

Kate will provide on-site support and work with the TCRTA Transit System team to implement corporate initiatives, audit personnel records for legal compliance, and assist in employee disciplinary actions and appeals.

Kate has over 30 years of experience in human resource management combined with General Manager experience for Transdev in Tucson and Phoenix, AZ. This helps her understand the challenges for local Managers in recruiting, employee Family Medical Leave Act (FMLA) management, budget creation, and organizational policy development and implementation. Kate has worked for Transdev for nearly 40 years and started as Human Resources Director. She has a Bachelor of Business Administration from Gonzaga University in Spokane, WA, and a Master of Arts in Organizational Management from the University of Phoenix. She has received numerous awards and is active in various professional organizations, including the Arizona Transit Association, the California Transit Association, and the Community Transit Organization.

Additional Corporate Support

Senior Director of Performance and Transition Manager Brendan Matthews



Brendan will serve as the Transition Manager for our TCRTA operation. He has 25 years of experience in the transit industry and has served in regional support and corporate roles with Transdev during his 15+-year career with our company. Brendan focuses on a wide variety of projects, including building and refining processes for new contract start-ups; developing and implementing a General Manager Toolkit to assist in onboarding employees; working to integrate lean processes into our operations; and implementing leadership development programs for our operational teams.

Brendan joined Transdev in 2006 as a Regional Director of Maintenance and then served for seven years as Chief Maintenance Officer and Chief Operating Officer for our former transit contract in New Orleans. Most recently, Brendan served as Area Vice President for Transdev's Northeast Region. Brendan has a Bachelor of Business Administration and Management from Mount Saint Mary College and a Master of Business Administration from Strayer University in Virginia.

Vice President of Business Technology Christopher Bryan



Christopher is responsible for the installation, configuration, training, and management of software components for the TCRTA Transit System. He provides technical support to evaluate and optimize system performance and our local team's use of transit technology. Christopher supports our local team and explores ways to enhance productivity and system effectiveness through the improved use of technologies. Before joining Transdev, Christopher worked for the Trapeze Software Group for nine years, where he oversaw the development of several products and was involved in more than 100 implementations of Trapeze's line of products. Christopher has a Bachelor of Arts in Business Administration from the University of Texas at Austin.

Director of Information Technology Jonathon Lampert



Jonathon has more than 20 years of experience in information technology management in the transportation industry. He is instrumental in the performance of our locations through software management and data collection and analysis. He has also been involved in the creation of IT processes, procedures, and methods to manage operations. Jonathon has developed custom software applications that enhance the functionality of our scheduling software. He has created custom applications with IVR systems and innovative web applications. He has an Associate of Science in Computer Science from North Seattle Community College and is a Microsoft Certified Professional (MCP).

Manager of Software Applications Tazmisha Jones



Tazmisha has 24 years of experience in transit technology, including Trapeze software. She joined Transdev in 2018 and evaluates key performance indicators to improve efficiency across our operations and trains personnel on paratransit software. Before joining Transdev, she served as Paratransit Quality Assurance Manager and Paratransit Operations Supervisor for our contract with the Regional Transportation Commission of Southern Nevada in Las Vegas for six years. Tazmisha has also worked for large transportation firms as a Software Specialist, Trainer, Consultant, Call Center Manager, Quality Assurance Representative, Lead Call Taker, and Call Taker. She knows call center operations inside out, and she will assist Transdev in optimizing our use of Trapeze and Command Console to provide the most efficient operation of the TCRTA Transit System.

Vice President Operational Performance Mike Haynes



Michael works with local teams to maximize utilization of the Clever Devices system to enhance operational performance. Michael recently joined Transdev as a member of the Business Performance team, working to improve efficiency across our operations. He has thorough knowledge and experience with CAD applications.

Michael used Clever Devices for 16 years as a Transit Systems Support Manager for the Chicago Transit Authority. He recently assisted with Transdev's startup of Fairfax County's Connector, a 308-bus fixed route system in the greater Washington D.C. metro area, where he worked with the team to assist with the startup, ensuring data flows and systems engineering for upgrades and improvements.

Michael also helped implement Clever Devices for NORTA and Jefferson Parish in New Orleans; our fixed route operations in Phoenix; and our operation for Nassau Inter-County Express (NICE) in Long Island, NY. Michael has worked in transit technology for nearly two decades.

Service Planning – Senior Director of Runcutting and Scheduling John Wingert



John and his team can provide scheduling and runcutting assistance to our ATL and ATL/GCT operations. He has 20 years of experience in operations planning and is an expert in analyzing the needs of a given operation to maximize efficiency and eliminate unnecessary costs. Using the highly regarded and state-of-the-art software program, HASTUS, John leads a team of planners and schedulers who are responsible for handling the runcut process for all our transit locations throughout the United States.

Vice President of Technical Services John Loverseed



John oversees Transdev's Maintenance Department and leads the implementation of Transdev's lean management program. He will assist the TCRTA Transit System team in making changes to increase efficiencies through the ACER program. John is also an expert in deployment and maintenance of electric vehicles. John has been with Transdev for 12 years and has been in the transportation industry for over 30 years. He held senior management positions with Greyhound before joining Transdev.

Senior Director of Labor Relations Kevin Healy



Senior Director of Labor Relations Kevin Healy leads our labor relations staff. He is considered by many as one of the public transit industry's best labor attorneys. Kevin is responsible for supporting 80 labor agreements with 12 nationally recognized labor unions covering over 9,000 employees. He has negotiated over 100 labor agreements during his career and is knowledgeable about 13(c) and related labor matters. Further, Kevin will assist our Modesto location in any labor relations issues that arise.

Transdev Group Project Director Lionel Redon



Lionel has 13 years of experience in network design and has made changes to several Transdev operations, resulting in dramatically improved KPIs. With TCRTA's permission, he will lead a team to conduct an on-site network design study. During this workshop, the team will analyze system data such as on-time performance, ridership by route, the network model, and actual demographic data. They will also travel the routes to gather information, review the service from the passengers' perspective, and identify critical improvements we can make during the new contract term.

Vice President Business of Development Cristina Russell



Cristina will be available to TCRTA and the local team to discuss initiatives, innovative ideas and address any concerns throughout the term of the contract. Cristina is a California resident and an industry professional who has supported business development and operations for passenger transportation systems for over a decade. She has a successful record of working with existing and prospective customers to bring valuable solutions. Cristina is a committee member for CalACT and actively represents Transdev at CTA and APTA, among other industry organizations.

Senior Vice President Business Development W.C. Pihl



As Senior Vice President of Business Development, W.C. will serve as a senior-level resource to both MST and Transdev's local team. He will provide guidance, support, and resources to ensure the Authority's satisfaction with our service. A resident of Northern CA, W.C. is an executive leader with more than 30 years of experience in operations and business development. He works closely with clients to create solutions to transportation challenges that positively impact the passengers we serve. W.C. has been an active presence in the transportation industry for decades and remains a strong transportation advocate and active member of APTA, CalACT, and CTA.

Key Management Prior Transportation Industry Experience

Transdev acknowledges that all key management positions will have the required experience and credentials, including prior public transportation industry experience and a valid Class B license, unless waived by TCRTA. Transdev understands that TCRTA reserves the right to interview and/or approve each person being submitted for the key positions.

d. Operations Plan

Quality Control Plan

The term quality control means many things to many people. At Transdev, we take a broad view of quality control. Everything that we do, from the hiring of Operators to the cleaning of buses, must be performed with a focus on how it impacts our passengers and client partners. Accordingly, our Quality Control (QC) program encompasses safety, operational excellence, maintenance reliability, training effectiveness, customer satisfaction, and system productivity.

Our QC Program allows us to determine whether we are performing above, at, or below standards and whether performance is trending up, down, or holding steady. We have developed the following programs and processes for measuring, monitoring, and improving the quality of service we provide.

Dedicated management staff to oversee QC program efforts in operations, safety and training, and maintenance.

Data dashboards that effectively measure and monitor operational, maintenance, safety, and other aspects of performance.

Internal and external methods for measuring and monitoring performance.

An organizational commitment to continuously monitor and improve performance.

Commitment to Transparently Managing On-Time Performance Standards

On-time performance is listed by passengers as the most important performance-related factor in transit service. Challenging the on-time operation of buses are traffic conditions, vehicle breakdowns, weather, schedule accuracy, passenger issues, and Operator availability. The challenges of running on time necessitate a management team who is attentive to performance and performance trends.



In addition to the commitment by management, on-time performance depends on the quality and training of supervisory and dispatch staff. Improving performance takes an effort on three fronts to maintain quality control:

Road Supervisors and Dispatchers must monitor Operators for their ability to keep a schedule, and when they cannot, to provide training, counseling, or discipline as appropriate.

Operators must diligently report when they are behind in schedule. Operators must believe the Supervisors are there to assist them with problems or help solve problems. The constant flow of information allows Supervisors to develop contingencies and offer assistance.

The scheduling process must be realistic. It is the responsibility of our management team to work to identify challenges to on-time performance and to offer solutions on how service can be improved.

Effective Tools to Support Our QC Program

One of the keys to an effective QC program is the timely availability of comprehensive operational data. Recognizing this fact, Transdev uses several systems to collect and report data, which we can use to measure virtually every aspect of our performance. These data sources include, but are not limited to, TCRTA's data systems, RTA, Command Console, DriveCam, WebRisk, and Transdev Vision.

[redacted]

As previously discussed, Command Console is an operational performance monitoring tool within Vision designed to bring key data points into a single workplace to manage all aspects of real-time service delivery for paratransit service.

- **WebRisk** – A nationwide shared database that allows all our locations to record all accident and injury data following prescribed, consistent procedures.
- **DriveCam** – An on-board recording system comprised of a camera recorder and a connection to the engine's computer, tracks speed and logistics from the road, then reviews and identifies critical safety events and operational inefficiencies. It also alerts Operators of dangers on the road.

The real challenge of effective QC is not access to data, but the ability to aggregate a large volume of data from multiple sources and convert it into a few manageable KPIs to assess our performance, identify concerns, and measure progress as we implement corrective actions. Transdev has invested significant resources into creating a tool that offers tremendous value as we manage our performance on this contract, and to you as you supervise our performance. Transdev's KPI tool is called KPI Dashboards, and it is part of our Transdev Vision suite of transit technologies.

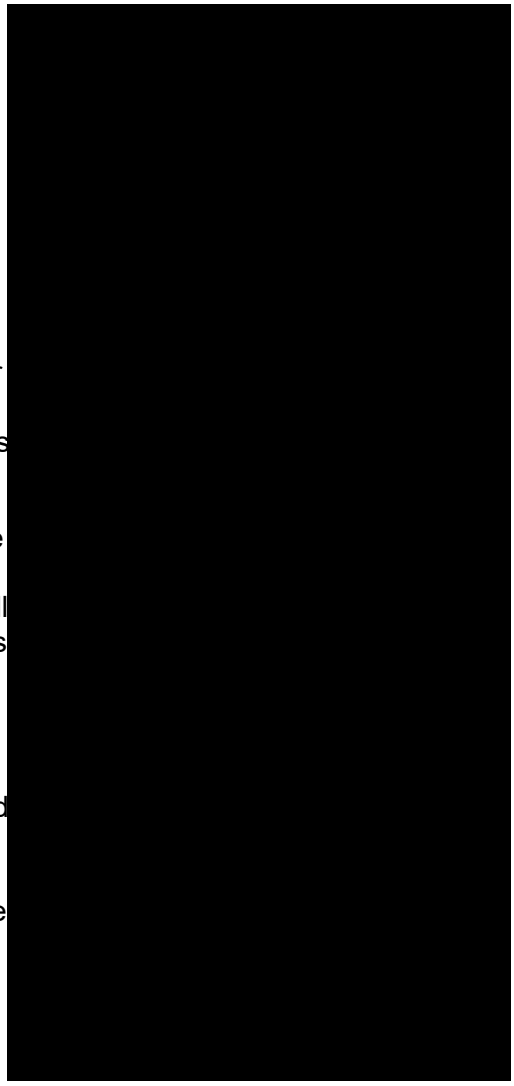


Transdev's web-based Dashboard helps managers and staff understand how their individual performance contributes to the success of each contract. The system increases Manager and employee awareness of our contract performance. We hold our local team accountable for an efficient and cost-beneficial operation of your assets.

Our KPIs are based on the contract requirements and our industry experience. For data points that cannot be captured automatically, Transdev will enter statistics related to on-time performance and complaints directly from reports produced by those systems. This allows corporate and local management to monitor all contract performance standards in one, readily accessible location. The KPIs can be provided for different reporting time frames.

[redacted]

Our KPIs are based on our internal revenue and performance goals in terms of Operator utilization, safety, and performance. Transdev uses data captured by Trapeze, Command Console, WebRisk, RTA, and DriveCam to develop measurements and set annual goals. This information is maintained in a web-based database and displayed as a series of dashboards to allow corporate and local management to monitor all contract performance standards in one, readily accessible location. The KPIs can be provided for different reporting time frames. The Transdev Dashboar helps managers and employees understand how their individual performance contributes to the success of this contract.



When quality issues are identified, General Manager Le Belton and the management team will address and resolve the matter. In addition, the General Manager will follow up on a regular basis to ensure that the issue has not reoccurred. When trends are identified, Les will directly address the issue in conjunction with all involve staff.

They will carry out in-depth analyses of the problem and identify an action plan that will be shared with TCRTA staff. The General Manager will follow up on all implemented plans and notify TCRTA of the results. The Dashboard provides trend analysis. Les and the management team will identify trends and develop corrective strategies as needed.

Transdev-developed KPIs are designed to ensure TCRTA service meets or exceeds our performance quality standards, and to address any possible service failures. Transdev understands the critical nature of maintaining a high level of quality performance. TCRTA staff have access to our dashboards through a web-based portal to track our performance without having to request reports. If special reports or analysis are needed, Transdev can produce them. In addition, our management staff will track a variety of rigorous measures related to customer service.

Quality Control for On-Street Operations

Quality control of on-street operations is the responsibility of our Road Supervisors. Safe, reliable, timely TCRTA services are accomplished through the effective management of supervisory resources, including both resource deployment and performance management. Road calls are a form of customer interruption that Transdev strives to reduce. There are several mitigation efforts to curtailing road calls and service failures out in the field. Transdev describes our road call procedures later in this Tab in *Section e. Maintenance Plan*, as required.

Road Supervision

Transdev's Road Supervisors will be responsible for maintaining the performance of street operations and will attend to all issues regarding routes, customers, vehicles, and Operators. Transdev's Road Supervision plan will give Road Supervisors a complete reference guide to effectively oversee Operators. In addition to supporting Operators, Road Supervisors will spend time at transit centers and transit points, where they will serve as approachable TCRTA Transit System Ambassadors for the public and passengers.



Supervisor Tablets

Supervisors are equipped with tablets to help them support Operators from within the service area. Tablets allow for communications through instant messaging and e-mail and store forms, policies, processes, and rules. The homepage of the tablet is configured to show the Transdev Vision dashboard, showing real-time on-time performance, and allowing the Supervisor to determine which Operators may be running late. The dashboard will indicate which Operators may be missing trips based on Vision's predictive analysis of time and distance and allows Supervisors to respond and adjust as necessary.

The GPS mapping and predictive on-time performance screen helps identify issues, such as lost Operators, unusual traffic conditions, and other events that impact routine service delivery and allows the Supervisor to respond to incidents or direct Operators to avoid many of these issues.

Road Observations and Ride Checks

Regularly scheduled road observations and ride checks are used to monitor Operator performance as well as spot check vehicle cleanliness. The Road Supervisors, Safety/Training Supervisor, and Safety and Training Manager regularly conduct road observations to verify Operators are driving their vehicles safely and properly and to ensure compliance with our high standards of safe driving performance. Specific items that are observed and evaluated include speed and distance, passing procedures, fare handling, bus stop announcements, schedule adherence, passenger courtesy, and lane changes.



The very nature of the Operator's job presents a challenge to developing a team orientation to the job. Operators are not part of a supportive office environment, and they bear the primary responsibility for ensuring the provision of safe, timely, and courteous service.

In recognition of this, it is important that the Operator views the Road Supervisor as someone who is responsive to their needs – this can only happen through regular communication. Road Supervisors also play an important role in promoting the service to our passengers. They act as transit ambassadors for the delivery of transit services. Road Supervisors are expected to have a thorough knowledge of the services and to carry service information materials with them for distribution when needed.

Value Added Resources for TCRTA

Runcutting Assistance to Increase Service Efficiency

Senior Director of Runcutting and Scheduling John Wingert and his team of HASTUS experts will work with TCRTA to review the fixed route runcut to increase efficiency and improve the schedule of the consolidated service. They will work within TCRTA's parameters to develop schedules that benefit both Operators and passengers and align with your long-term planning for the fleet and infrastructure. This collaboration is especially important as TCRTA brings more electric vehicles into the program.

Transdev recently created runcuts at our City of Phoenix fixed route operation as a solution to the Operator shortage and difficulty in staffing post-pandemic. The runcut reduced the number of split shifts and reduced length of each split, which has improved Operator job satisfaction and attendance, positively impacting the passenger experience.

Network Design Workshop

Transdev offers regional, corporate and international planning expertise to conduct a Network Design Workshop for TCRTA. With oversight from Project Director Lionel Redon, a member of our Paris headquarters Planning Team, our corporate planning experts will work with the local team to analyze system data such as on-time performance, ridership by route, the network model, and actual demographic data. They will also ride the system; gather information; review the service from the passengers' perspective; and identify key improvements to increase efficiencies, enhance service, and increase ridership.

We understand the importance of connecting the cross-valley corridor. Our route improvements will maximize passengers' ability to get to the high-speed rail station in Hanford in time to catch the ACE Train.

Transdev's will use the C.L.E.A.R. principles of network design to produce ideas to strengthen operations and support your goals for quality service delivery.



[redacted]

Lean Management Approach



Transdev's lean management approach focuses on the management of the people and equipment that make our service a success with the goal of providing better customer service. Lean management establishes a culture rooted in practical thinking and eliminating unnecessary tasks. The processes we have established through this program have resulted in clearer communications, unambiguous expectations, organized and safe workspaces, and effective management support for employees. We share lean management successes across all our operations to analyze maintenance trends to improve overall performance.

As part of this program, we will create Visualization Boards for employees to clearly see TCRTA's standards for our KPIs and our current performance, including metrics like on-time performance, miles between road calls, and on-time Preventive Maintenance Inspections (PMIs). The Visualization Boards clearly communicate our performance to employees and motivate them to exceed contractual goals. Each department updates information daily, including operations, maintenance, and customer service.

Acceptable Vehicle Appearance

Transdev will maintain all TCRTA Transit System vehicles so they represent your agency in a positive manner. We are committed to keeping the fleet clean, inside and out. As a result of the COVID-19 pandemic, we have also implemented strict, CDC-compliant cleaning protocols.



All vehicles will be cleaned and sanitized daily. Vehicles that may have had drivers or passengers infected by COVID-19 will be immediately removed from service and sterilized.

Daily cleaning will include washing and scrubbing of the full exterior, wheels, inside of all windows; scrubbing of oil or other excessive residue off the rear end; dusting or vacuuming of seats, dashboard, stanchions and exposed services; and sweeping or vacuuming of all floor areas, including the removal of gum, grease, and oil.

Transdev will remove all graffiti as soon as practicable. If the graffiti is obscene or gang related, we will remove it immediately from service and not return it to revenue service until it has been fully removed. We will wash or shampoo all seats, stanchions, ceilings, side walls, and floors monthly.

Public facilities maintained by Transdev will be sterilized weekly, high touch areas will be sterilized daily. We understand that TCRTA vehicles and facilities may be subject to additional cleanliness and sterilization mandated by county, regional, state, and federal agencies, and we will adhere to TCRTA guidance.

Emergency Procedures - Security and Emergency Response Plans

Our goal is to deal with any emergency in a calm, professional, compliant way. We have several plans in place to help us be able to do that.

Security Plan

Transdev strives for continuous improvement in emergency and incident preparedness and response. This only works if each transit employee has the right training in security awareness, behavioral awareness, surveillance, response procedures, and self-protection.



We provide verification that employees have received training, including NTI Transit Workplace Safety and Security and Terrorist Activity Recognition and Reaction training programs. We will also coordinate with TCRTA to participate in any scheduled exercises and drills with local public safety organizations.

Emergency Response Plans

Transdev will maintain a comprehensive System Security and Emergency Preparedness Program Plan for our TCRTA Transit System operation. In accordance with the FTA's guidelines, this information is considered highly safety sensitive and will be provided to TCRTA upon request.

The Dispatcher has immediate responsibility for managing emergency responses. They will contact the appropriate emergency response agency and manage the incident via landline or the radio. If the situation of a serious on-street incident, the radio will be closed to all other traffic.

We will establish an internal notification tree, which our Dispatchers will use to notify appropriate parties, depending on the severity of the emergency.

Our Emergency Preparedness Program Plan classifies incidents that involve the operation of transit service as level one, two, or three—the higher the level, the more serious. The level of the incident determines which personnel to contact. We will initiate notifications by radio dispatch as soon as the Dispatcher gives the green light.

Emergency Preparedness Training

We take emergency preparedness training seriously – in how we deliver it, how we document it, and even in who is qualified to teach it. We provide several levels of training around emergencies:

- **New hire training:** All new hire employees receive the FTA/NTI System Security Awareness for Transit Employees.
- **Refresher training:** The subject matter for this annual security training for operations and maintenance employees is based on security information we gather throughout the year related to equipment, procedures, and information received from the FTA's Office of Security and Emergency Management.
- **Security training:** The Safety and Training Manager ensures that all transit employees and supervisors perform their jobs in a safe and secure manner in accordance with policies and procedures.

- We document security training in employment files for review by Supervisors or Managers.
- Directors, Managers, Road Supervisors, and employees attend safety training and other required training to ensure safe work performance.

System Security Awareness

We coach employees that the first step to an incident/breach is observing it. What you do next has a major impact on the outcome of an incident/breach. All Transdev transportation employees receive training in System Security Awareness for Transit Employees, as developed by the NTI.



Emergency Exercise Simulations

As part of our commitment to continuous improvement in emergency and incident preparedness, at TCRTA 's request, we will participate in exercises or drills with local public safety organizations. These drills help us:

- Review current plans and policies
- Identify current security and emergency considerations
- Develop additional procedures (if necessary)
- Establish and maintain ongoing inter-agency communications

Cybersecurity

There is no doubt that cyber-attacks are a risk of doing business for any company and governmental entities, and this threat has significantly increased in our industry in the last few years. Transdev is strongly committed to the protection of our client's data and to the security of our operational systems, and we achieve that through significant investments in cybersecurity. Our dedicated Cybersecurity Team leverages NIST CSF standards and collaborates with cybersecurity advisory partners to plan and prioritize our security programs.

Transdev is strongly committed to the protection of our client's data and to the security of our operational systems.

Transdev's Cybersecurity starts with policies and procedures that guide our IT operations and define the specs for all of our cybersecurity programs. These policies and procedures are compliant with SOC 2 standards and we are currently pursuing certification.

Our Disaster Recovery and Business Continuity process leverages best-in-class, enterprise-grade back-up solutions and establishes multiple encrypted copies of our data in distinct locations to ensure data is readily available in the event of a major disruption in our systems. These technologies are designed to not only allow business to rapidly resume operations after a major disruption, but also allows a quick full recovery back to normal state.

Our network design is thoroughly segmented for proper compartmentalization of our client data and is monitored and protected by NextGen tools, System Logging, Web Filtering, Web Application Firewalls, Intrusion Detection, and Network Access Control System. Transdev also uses a best-in-class Enterprise Endpoint Detection and Response solution to provide superior antivirus and malicious code protection for end-user computers and servers.

All these security solutions produce audit logs that are centrally collected, correlated, and processed by a Security Information and Event Management solution. This tool generates alerts if suspicious activity is identified in any device. Alerts are sent to a Security Orchestration Automation Response solution for automated action, if applicable. All these monitoring, threat hunting, and incident response activities are managed by our 24x7 third-party Security Operations Center. Our program also includes a Vulnerability Management Program with automated scans and formal Penetration Tests.

Operator Extraboard Procedures and Staffing

The purpose of the Extraboard is to provide for several Operators to be available to operate open blocks of work that arise for three primary reasons:



- **Runs that become** open because **of scheduled and unscheduled absenteeism. Scheduled absenteeism** includes vacation, military leave, approved leaves, etc. Scheduled absences are assigned a replacement Operator in advance of the day's service to insure consistent coverage of the vacated run. The unscheduled category includes miss-outs, sick and on-the-job injury, bereavement leave, AWOL, and initial turnover (note that turnover typically becomes a more predictable element over time).
- **Operating problems that arise during the day and require an Extraboard Operator.** Examples include accidents, unusual traffic conditions, and unexpected detours.
- **Work assignments that have not been scheduled** into either regular full-time or part-time runs.

Transdev sizes our Extraboard to reflect known and predictable absences and then increases it by enough Operators to cover anticipated unscheduled absenteeism and daily operating problems.

Employee Morale and Teamwork

Transdev will create a positive working environment for TCRTA employees, and we have competitive benefits and wages, as well as various incentive programs, to help retain employees.

Schedule and Number of Dispatchers & Road Supervisors

The charts below show our work schedules for Dispatchers, Customer Service Representatives, and Road Supervisors that will ensure coverage during all hours of revenue service, based on the RFP requirements. These are sample schedules that may be modified to accommodate service needs.

CSR Detail							
	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Customer Service Manager	OFF	08:00 - 17:00	08:00 - 17:00	08:00 - 17:00	08:00 - 17:00	08:00 - 17:00	OFF
CSR 1	OFF	04:45 - 13:45	04:45 - 13:45	04:45 - 13:45	04:45 - 13:45	04:45 - 13:45	OFF
CSR 2	OFF	13:15 - 22:15	13:15 - 22:15	13:15 - 22:15	13:15 - 22:15	13:15 - 22:15	OFF
CSR 3	04:45 - 13:45	04:45 - 13:45	04:45 - 13:45	04:45 - 13:45	OFF	OFF	06:45 - 15:15
CSR 4	13:15 - 22:15	13:15 - 22:15	13:15 - 22:15	13:15 - 22:15	OFF	OFF	06:45 - 15:15
CSR 5/SCHEDULER	04:45 - 13:45	07:00 - 16:00	OFF	OFF	13:15 - 22:15	04:45 - 13:45	13:15 - 20:15
CSR 6	13:15 - 22:15	OFF	OFF	07:00 - 16:00	04:45 - 13:45	13:15 - 22:15	13:15 - 20:15
CSR 7/SCHEDULER	OFF	07:00 - 16:00	07:00 - 16:00	07:00 - 16:00	07:00 - 16:00	07:00 - 16:00	OFF

Dispatcher Detail							
	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Dispatcher 1	OFF	04:30 - 13:30	04:30 - 13:30	04:30 - 13:30	04:30 - 13:30	04:30 - 13:30	OFF
Dispatcher 2	OFF	12:30 - 21:30	12:30 - 21:30	12:30 - 21:30	12:30 - 21:30	12:30 - 21:30	OFF
Dispatcher 3	07:30 - 16:30	OFF	04:30 - 13:30	OFF	04:30 - 13:30	04:30 - 13:30	04:30 - 13:30
Dispatcher 4	11:30 - 20:30	OFF	12:30 - 21:30	OFF	12:30 - 21:30	12:30 - 21:30	12:30 - 21:30
Dispatcher 5	07:30 - 16:30	04:30 - 13:30	OFF	04:30 - 13:30	04:30 - 13:30	OFF	04:30 - 13:30
Dispatcher 6	11:30 - 20:30	12:30 - 21:30	OFF	12:30 - 21:30	12:30 - 21:30	OFF	12:30 - 21:30
Dispatcher 7	07:30 - 16:30	04:30 - 13:30	04:30 - 13:30	04:30 - 13:30	OFF	OFF	04:30 - 13:30
Dispatcher 8	11:30 - 20:30	12:30 - 21:30	12:30 - 21:30	12:30 - 21:30	OFF	OFF	12:30 - 21:30
Dispatcher 9	FLOAT/EXTRA					04:30 - 13:30	OFF
Dispatcher 10						12:30 - 21:30	OFF

Road Supervisor Schedule Detail							
	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Road Supervisor 1	OFF	05:00 - 14:00	05:00 - 14:00	05:00 - 14:00	05:00 - 14:00	05:00 - 14:00	OFF
Road Supervisor 2	OFF	13:00 - 22:00	13:00 - 22:00	13:00 - 22:00	13:00 - 22:00	13:00 - 22:00	OFF
Road Supervisor 3	07:30 - 16:30	OFF	05:00 - 14:00	OFF	05:00 - 14:00	05:00 - 14:00	05:00 - 14:00
Road Supervisor 4	11:30 - 20:30	OFF	13:00 - 22:00	OFF	13:00 - 22:00	13:00 - 22:00	13:00 - 22:00
Road Supervisor 5	07:30 - 16:30	05:00 - 14:00	OFF	05:00 - 14:00	05:00 - 14:00	OFF	05:00 - 14:00
Road Supervisor 6	11:30 - 20:30	13:00 - 22:00	OFF	13:00 - 22:00	13:00 - 22:00	OFF	13:00 - 22:00
Road Supervisor 7	OFF	OFF	05:00 - 14:00	05:00 - 14:00	05:00 - 14:00	05:00 - 14:00	05:00 - 14:00
Road Supervisor 8	OFF	OFF	13:00 - 22:00	13:00 - 22:00	13:00 - 22:00	13:00 - 22:00	13:00 - 22:00
Road Supervisor 9	07:30 - 16:30	05:00 - 14:00	05:00 - 14:00	OFF	OFF	05:00 - 14:00	04:30 - 13:30
Road Supervisor 10	11:30 - 20:30	13:00 - 22:00	13:00 - 22:00	OFF	OFF	13:00 - 22:00	12:30 - 21:30
Road Supervisor 11	07:30 - 16:30	05:00 - 14:00	FLOAT	05:00 - 14:00	FLOAT	OFF	OFF
Road Supervisor 12	11:30 - 20:30	13:00 - 22:00	FLOAT	13:00 - 22:00	FLOAT	OFF	OFF

Accident / Incident Procedures and Reports

As an organization committed to safety, we aim to prevent accidents from happening in the first place. But when they do happen, we have protocols that help us handle them in the right way. Above all, we want to make sure that everyone involved stays safe and, if anyone is injured, that they get the medical attention they need. We also want to minimize inconvenience for passengers.

From beginning to end, we manage accidents and incidents thoughtfully and thoroughly, focusing on four things:

- Responding quickly and appropriately
- Investigating to learn what happened, which includes accurate documentation
- Reporting the details to everyone who needs to know
- Analyzing if the accident was preventable and if retraining is necessary

Each member of the team has distinct responsibilities when an accident or incident happens. The Operations, Safety, and Maintenance Departments work together to coordinate our response with TCRTA and emergency personnel and minimize passenger disruption.

Operator Responsibilities

- In the event of an accident or incident, the Operator will stop the vehicle and notify Dispatch immediately. They do this if the vehicle collides or comes into contact with any type of object or pedestrian, no matter how slight or minor the accident, and whether or not damage occurs.
- Managers are issued a Critical Incident Protocol card that defines a critical incident and provides information on the required protocols and telephone contact information.
- Operators must remain at the scene of an accident and may not move the vehicle until released by the proper authority. Operators take action to keep passengers and other involved parties protected from further injury.



- Operators involved in an FTA-reportable accident must undergo post-accident drug and alcohol testing.

Dispatcher Responsibilities

- Dispatch staff will determine the severity of the accident and notify the appropriate emergency, fire, and police authorities.
- Dispatch staff will notify the appropriate Road Supervisor. Depending on the severity, the Safety and Training Manager and/or General Manager may also respond.

- Dispatchers will track the progress of Transdev's accident response and communicate to first responders as necessary.

Transdev Responder Responsibilities

The Road Supervisor and appropriate individuals travel to the scene and conduct a thorough accident investigation, which includes:

- Speaking to passengers and recording them
- Taking photos of the scene
- Interviewing witnesses and the Operator
- Talking to law enforcement officials
- Relaying information back to the local Managers

TCRTA Notification

Transdev will report all vehicular collisions, accidents, and incidents involving any TCRTA vehicles immediately to TCRTA, including passenger falls. In addition, we will notify TCRTA in writing of the accident/incident within 24 hours of its occurrence. During the accident response, as we learn more details and take appropriate actions, we will provide updates to TCRTA.

Accident Report

The Road Supervisor will complete a thorough Vehicle Accident Report, which will:

- Include the necessary forms, photographs, and statements, which will be uploaded into our shared safety database WebRisk
- Be completed and submitted in the timeframe required
- Include comprehensive information about the accident and Operator involved, other vehicle(s), passenger conditions, and witnesses to the accident

Root Cause Determination and Post-Accident Training

Our Safety and Training Manager conducts a thorough investigation to determine the root cause of the accident. During this analysis, the Manager reviews camera clips, rereads interviews with law enforcement officials, passengers, and the Operator, and creates a mitigation plan. We provide post-accident training to employees involved in a preventable accident, tailoring the training to address the root cause of the accident. Employees must complete post-accident training prior to returning to driving duties.



Accident Prevention

Transdev provides extensive defensive driving training to help reduce accidents, and we also have a robust safety program to aid in accident prevention. Further, we provide DriveCam on-board video systems to monitor Operator behaviors and Mobileye 8 collision avoidance systems in all revenue vehicles to alert Operators to hazards so they can prevent accidents. These plans, programs, and technology are all described later in this proposal.

Sample Driver Manual

Transdev has included a sample Operators Manual in the *Appendix*.

Operational Statistics and Reporting

Transdev will provide data and information to TCRTA electronically, including maintenance data and operational data. In addition, we will include accurate monthly written reports to TCRTA in its approved format. Transdev will provide data for monthly reporting to TCRTA not later than seven days after the end of the month, and we will provide data required for annual reporting to TCRTA no later than 14 days after the end of the fiscal year.



Data will be separately reported by service mode (fixed route, commuter, ADA paratransit, and on-demand) and will include scheduled revenue hours, revenue hours, scheduled revenue miles, revenue miles, total passengers, maximum number of vehicles in service per day of the week, and COVID-19 related information. We will also provide other monthly reporting as required by TRCTA, including on-time performance, bus stop and shelter cleaning and maintenance reports, fleet cleaning reports and documentation, staffing reports and documentation, NTD operational data for paratransit and on-demand services, and information about DBEs used during the month and amount paid. Transdev's daily reports to TCRTA will include missed trips, supplemental service/trippers, road calls, and bus swaps.

Transdev uses many systems to collect and report data to measure virtually every aspect of our performance. We produce daily and monthly internal reports to assist with service oversight at the local and regional level. This data includes labor productivity, safety, operational performance, and maintenance performance.

The data from these daily/monthly reports are shared with managers and employees. The results along with any necessary corrective plan of action are reviewed and discussed at least monthly by Regional Vice President Ibrahima Toure and the local management team. In addition, Regional Directors also use the Dashboard to track performance in various areas such as safety, human resources, and maintenance during regular audits.

The web-based Dashboards help managers and staff understand how their individual performance contributes to the success of each contract. They allow managers and employees to be cognizant of our contract performance and its direct impact on their compensation. We hold our local team accountable for the efficient and cost-beneficial operation of your trusted assets.

For data points that cannot be captured automatically, Transdev will enter statistics related to on-time performance and complaints directly from reports produced by those systems. This will allow corporate and local management to monitor all contract performance standards in one, readily accessible location. KPIs can be provided for different reporting timeframes.

Additionally, Transdev will be able to provide reports related to service performance, road calls, preventive maintenance, vehicle mileage, safety meetings, call center and dispatch meetings, training, and staffing to you in the format you prefer. The following table is a sample list of reports Transdev can produce.

Name of Report	Frequency
Daily Passenger Report	Daily
Daily Activity Report	Daily
Daily Miles and Fueling	Daily
Consumables Report	Daily
Daily Revenue Report	Daily
Pre-Trip and Post-Trip Inspection Report	Daily
Hold List	Daily
Accident Report Form	Daily
On-Time Performance Monitoring Report	Daily
Vehicle Inspection Report	Daily
Dispatchers' Log	Daily
Supervisors' Log	Daily
Passenger Complaint Report	Daily
Oil Analysis Report	Daily/Monthly
Position and Task Report	Monthly
FTA Safety and Security Reporting	Monthly
Survey Trip Sample Summary Sheets	Monthly
Federal Transit Administration – National Database (NTD)	Quarterly/Annually
Opacity Meter Reading Report	Quarterly
Engine and Transmissions Rebuild Report	Quarterly/Annually
Service Quality Check	Semi-Annually
ASE Certification Report	Semi-Annually
Safety and Security Plan Report	Annually
Annual Farebox Analysis	Annually
Annual Ridecheck	Annual
Annual Vehicle Fire Prevention and Safety Program	Annually

Name of Report	Frequency
California Highway Patrol (CHP) Inspections	Annually
Insurance Report	Annually
MBE/WBE/OBE Subcontractor Report	As Needed

Meeting Performance Standards

The on the following page identifies TCRTA's performance standards, our strategies for meeting them, and how we will measure our performance. Transdev will follow and meet all TCRTA's requirements for recording monthly progress reports and meet with TCRTA regularly to ensure compliance with these standards and our steps to correct any deficiencies if they occur.

Performance Standard	Strategy for Meeting Standard	How We Measure
Transdev will submit all required reports.	Transdev will submit all reports to TCRTA on time and in the proper format.	Each month, reports will be submitted to both TCRTA and our corporate teams, who monitor accuracy and timeliness.
Operators will properly login to the GFI, CAD, and AVL systems before beginning work.	Transdev provides thorough training and Operators know how to properly log in to these systems.	Dispatchers monitor the service on the street through the systems to ensure proper logins. Road Supervisors also check for proper logins.
Vehicles will be properly cleaned prior to pull-out (interior and exterior).	The Maintenance Manager will monitor the cleaning schedule for adherence and ensure vehicles are cleaned to TCRTA's standards.	Road Supervisors check vehicle cleanliness at pull out and spot check vehicle cleanliness. Utility Workers are retrained and counseled based on infractions. We record cleaning on a bus cleaning log, and Senior National Director of Maintenance Mark Nicholson audits bus cleanliness annually.
The Transit Center interior and exterior will be cleaned	Transdev (SM Transit for South Services) will clean	Transdev will track Transit Center cleaning on a daily log

Performance Standard	Strategy for Meeting Standard	How We Measure
properly, including bathrooms.	the Transit Center as required.	and investigate all complaints about facility cleanliness.
TCRTA bus stops and shelters will be properly cleaned.	Transdev (SM Transit) will clean high-capacity bus stops and shelters based on contract requirements.	Transdev tracks bus stop and shelter repairs cleaning and repairs on a log.
Operators will not leave before the 5-minute wait period for ADA and on-demand trips.	Transdev reviews reservations prior to the service day to make sure that rides are scheduled properly. Throughout the day, Dispatchers monitor vehicle locations and expected OTP and move trips if necessary. Command Console sends alerts to notify Dispatchers of potential issues before they occur.	Command Console tracks all pick-ups, and missed pickups and trips are reported as required to TCRTA monthly.
Zero missed ADA or on-demand trips	Transdev maintain appropriate Operator staffing levels to avoid missed trips. Further, Road Supervisors and Dispatchers track OTP-time performance throughout the day.	Any missed trips will be reported to TCRTA, pursuant to the required reports, along with the reason for the missed trip. We track missed trips as part of the Power BI Performance Dashboard.
Zero passenger service denials	Transdev provides thorough training to teach CSRs ADA requirements so they understand when we must provide paratransit trips. Transdev appropriately staffs our operations with enough	Passenger service denials will be reported to TCRTA as required. We also track missed trips in Power BI. Our policy is to not deny paratransit trips. If we need to create additional manifests, we do.

Performance Standard	Strategy for Meeting Standard	How We Measure
	Operators to prevent service denials.	
Zero Operator pass ups for passengers waiting at designated stops	Transdev provides thorough training to teach Operators to avoid passenger pass ups.	Transdev reviews Lytx DriveCam footage to confirm whether a passenger was or was not passed up.
Maintain an unclassified revenue rate below 10%	Transdev teaches Operators how to accurately use the fare system to track and collect fares.	The farebox report provides an unclassified revenue report.
Maintain on-time performance of 90% or more	Our Operators and Dispatchers are trained to be in constant communication regarding the schedule, and Dispatch monitors service throughout the service day. Road Supervisors are trained to assist Operators in getting the service back on time in case of an incident.	On-time performance reports are generated in real time and tracked through Command Console, Power BI and other software tools. Transdev's monthly report will include this metric.
Fewer than 5 monthly valid complaints	Transdev provides thorough customer service training to teach Operators to provide safe and courteous service and teaches our staff to create realistic schedules that help us run on time. This reduces complaints.	Transdev investigates complaints by interviewing the staff member involved and reviewing Lytx DriveCam footage. Complaint data will be reported to TCRTA as required.
Zero improper passenger securements	Proper passenger securement guidelines for	Any time a device cannot be secured, it is recorded and

Performance Standard	Strategy for Meeting Standard	How We Measure
	all mobility devices are a part of mandatory training (initial and refresher) for all team members. There is no tolerance for improper securement, and any such incidents result in discipline and mandatory retraining. In rare occurrences, when a mobility device cannot be secured properly, a Road Supervisor is dispatched to the scene to assist.	reported to TCRTA on the monthly report. Any incidents occurring because of improper securement will also be reported to Transdev's corporate Safety and Training team.
All wheelchair lift/ramps will be cycled during pre-trip inspections.	Cycling of wheelchair lift/ramps will be conducted as part of all pre-trip inspections.	Pre-trip inspections are tracked and logged. Transdev will discipline any Operator who fails to conduct wheelchair lift/ramp cycling during pre-trip inspections
Zero missed pre- and post-trip inspections	Transdev provides thorough Operator training on proper pre- and post-inspection procedure. A Supervisor is also present during pull-out and pull-in to ensure they are conducted properly.	These inspections are tracked and logged. Transdev will discipline any Operator who fails to conduct pre and post-trip inspections
All employees in proper uniforms while on duty	Dispatchers and Road Supervisors will monitor Operators to ensure they are always wearing the proper uniform and a neat and clean appearance.	Transdev will track any problems with Operator uniforms or appearance in the Operator's file and follow up with coaching and discipline as needed.

Technologies

As previously discussed in this section, Transdev offers a number of technology innovations that will increase efficiency and effectiveness, minimize operating costs, improve performance and reporting, improve the passenger experience, and maximize employee productivity. These technologies include:

[redacted]

New Partner, New Approach

Transdev looks forward to partnering with TCRTA to revitalize your transit system with a fresh start and new approach. Part of what differentiates Transdev is an investment in our people and the quality of the resources we bring – without extra cost. These resources will build a strong employee culture and improve KPIs. The table below summarizes our proposed technologies, programs, and initiatives and the major functional areas of the operation that each will improve. We described these initiatives throughout the proposal.

Transdev Offerings	Operations	Safety & Training	Reporting	Quality Assurance	Customer Service	Employee Engagement
[redacted]						

Transdev Offerings	Operations	Safety & Training	Reporting	Quality Assurance	Customer Service	Employee Engagement

[redacted]

Administrative and Customer Service Functions – Customer Service Plan

As required, Transdev and our partner SM Transit have staffed three ticketing agents at each transit center to perform ticket sales and customer service functions.

Customer Service Plan

Transdev commits time and resources to listen to our passengers and continuously understand their needs to improve their experience. Through various programs, we measure and improve the passenger experience. Each program addresses a specific objective to reinforce our commitment to serving our passengers on behalf of our clients.

Transdev instills a customer service culture in everything we do. Our approach is based on a multinational effort to create the ultimate customer experience. This comprehensive approach involves hiring the right people, continuous training and reinforcement, technology to improve performance and customer communication, and applying best practices from our operations and experiences worldwide.

Passengers want safe, on-time, and professional service and to be treated with respect by a courteous, well-trained employee. A clean vehicle and regular communication are also critical. Passengers expect opportunities to provide feedback, the knowledge that their feedback is considered, and employees that understand their needs. These fundamentals drive our approach to training, technology, and communications for transit services.



Our Customer Service Plan is described below, along with our proposed stringent performance measurements. It includes the following components:

- Training for all employees to promote positive customer service
- Engagement programs for employees to build investment in a customer-focused culture
- Open and honest communication and keeping passengers informed about the status of their trips and our service
- Proactive, daily on-street service monitoring to fix problems in real-time
- Improved service as defined by our passengers through their feedback, observations, and complaints
- Continuous improvement through a robust quality assurance program, tracking service trends, and developing plans for improvements
- Evaluating our performance and monitoring KPIs to identify trends and opportunities to improve

National News: Hero Bus Operator Helps Young Children Wandering in Snow

Transdev Operators do so much more than just drive a bus. Transdev Operator Nicole Chamberlain in Waukesha, WI, noticed two children ages 6 and 2 coatless outside near her bus. It was 18 degrees outside when she found the lost children walking around looking for their grandmother. Nicole kept the children warm in the bus while she called the authorities, who helped locate the children's grandmother. The story made national news on ABC's Good Morning America.



Customer Service Training

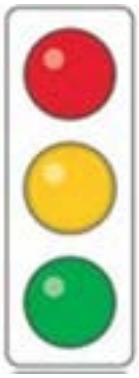
Transdev's Customer Service Training Program was created collaboratively and exclusively by our international Transdev resources to address a global need to understand and respond to passenger needs. We train our employees to understand passenger needs and view service quality from the passenger's perspective. We enhance the passenger experience by providing a safe and pleasant environment, treating them with kindness and courtesy, and exhibiting a positive attitude. The key ideas of our customer service training program include:



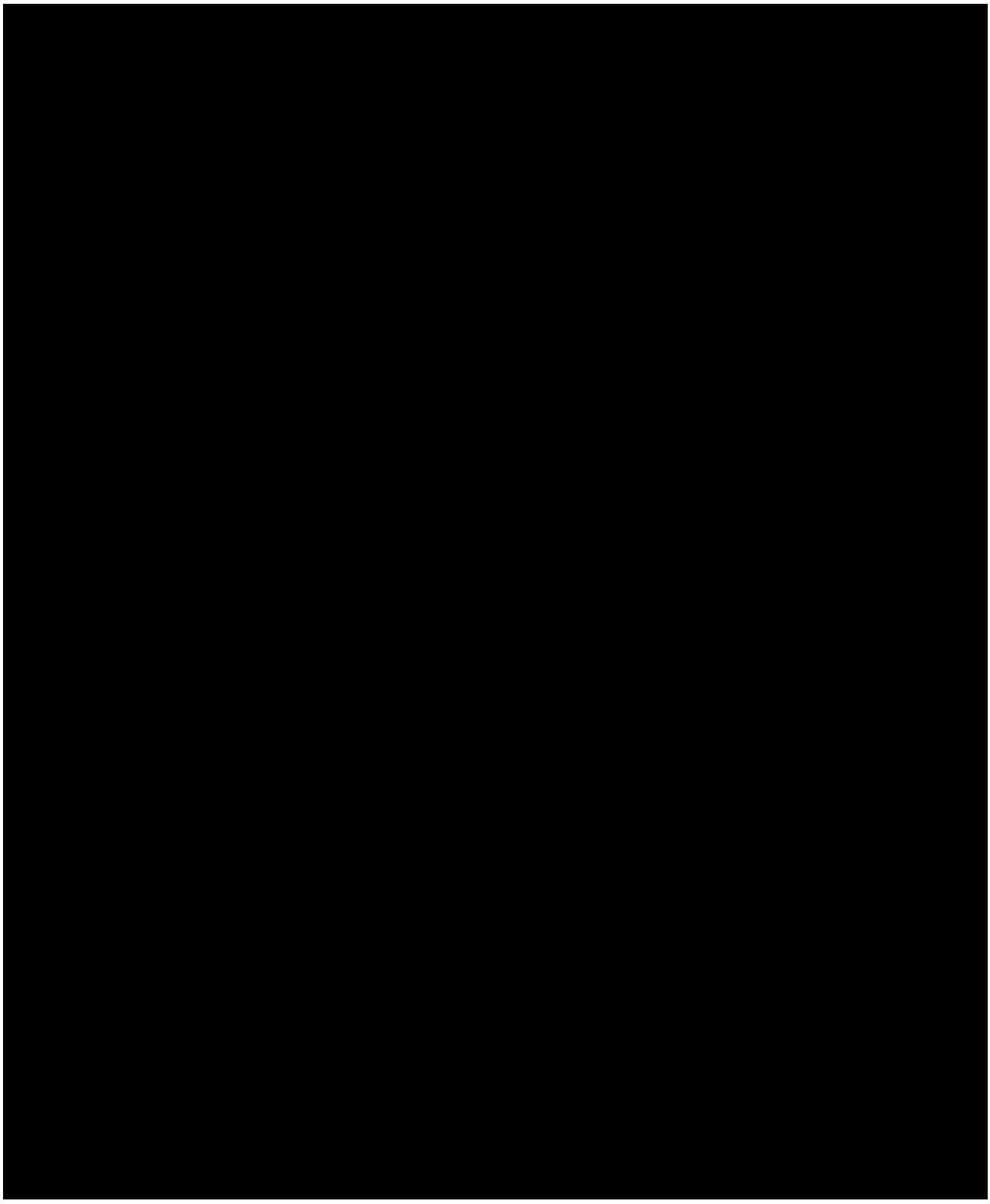
- We need to make the travel experience pleasant for each passenger and create a positive customer service environment throughout their journey.
- Our employees need to recognize the emotional state of the passengers and act accordingly.
- Our employees need to see situations from the passenger's perspective and take the necessary actions to make them happy or keep them happy.
- Staff needs to be empowered to personally take action to solve problems and add to a positive environment.
- We need to customize approaches with each location to reflect the local culture, the system, and the mode of transportation provided.

We use a traffic light symbol to teach employees how they can impact and improve customer service. Green, yellow, and red represent the different emotional states of passengers:

- **Green** is a positive environment where passengers feel safe, relaxed, and comfortable. Our goal is to maintain this positive state by recognizing and valuing our passengers.
- **Yellow** is an environment of caution or unease. When a passenger is in a yellow environment, they may feel anxious, confused, or insecure. The Operator or employee needs to recognize this state and provide information or reassurance to a customer.
- **Red** is an environment of urgency or crisis. It could involve a passenger who is scared, distressed, or angry. The Operator needs to take immediate action to remedy the problem.



[redacted]

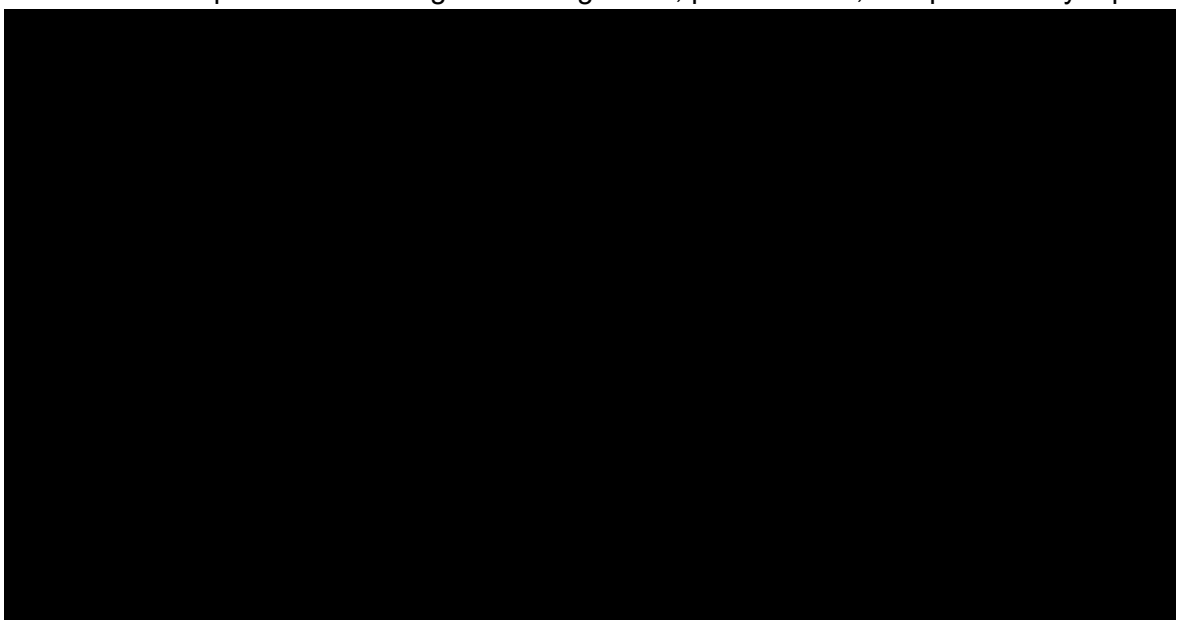


Transdev makes the following three measurable commitments regarding complaint management for this proposal:

1. We commit to specific response timeframes by registering and processing every complaint; coding each complaint appropriately; regularly monitoring each case status; grouping cases in terms of their complexity, expediting simple cases quickly; and ensuring appropriate resources are assigned to solve complex cases.
2. We commit to providing customers with relevant, quality responses by responding to each request; training employees on the tone and language of all responses; using standard, easy to understand language; ensuring responses are reviewed by a Manager; following up to ensure customers are satisfied; and ensuring a relevant, committed investigation process.
3. We commit to improve service delivery based on customer feedback by involving the whole team, especially operational managers; focusing on taking actions to learn and improve; sharing all feedback with clients; monitoring customer feedback trends; ensuring that reports are actively discussed, and action plans monitored; using tested report templates; and seeking always to make them useful to our management team and our clients.

Transdev will meet or exceed the timelines outlined in the RFP for responding to and addressing customer service issues, and our LISTEN system has the following capabilities:

- Can convert email, phone, chat, social media, and website customer service requests into organized tickets
- Can classify inbound tickets into predefined categories like fixed route complaint, bus stop complaint, driver complaint, etc.
- Can create custom ticket queues by filtering tickets based on priority and responsibility
- Can provide a full range of management, performance, and productivity report



e. Maintenance Plan

Maintenance Program Approach

You want your transportation service to be known for reliability, safety, and a positive experience for passengers. At the root of all those things is a solid maintenance program. We are dedicated to preserving and repairing the capital investments of our clients. Our Maintenance Plan will meet or exceed TCRTA's requirements as stated in the RFP. It will also comply with all FTA and CALTRANS rules and regulations.



Transdev manages, operates, and maintains more than 12,000 vehicles throughout North America, at 200+ locations, all networked by a central server. Our automobiles, buses, and vans are powered by a variety of fuels, including gasoline, diesel, propane, CNG, biodiesel, hybrid electric, and electric-powered sources.

At our core, Transdev believes that mobility makes life better. However, that only works if your vehicles are in good working order. Our maintenance program provides:

Everyday reliability: We help you get passengers where they need to go now.

Fleet reliability: We ensure you can get passengers where they need to go tomorrow.

Safety: When we are maintaining your vehicles, we assume responsibility for their safety and efficiency.

Positive customer experience: We create a positive impression for passengers, from the Operator to the temperature to how clean the seats are.

Transdev has developed several proprietary systems that allow us to save time and money for our clients. We combine human skill with a tight workflow process and the latest technology to meet and exceed expectations in every area:

Fleet inspections

Preventive maintenance inspections

Vehicle cleanliness

Maintenance management information system

Quality assurance

Inventory control

Alternative fuels

Transdev's Five Point Maintenance Commitment

Our maintenance plan, which draws on next-generation, innovative thinking, is based on a commitment to these five things:

1. **Quality**
2. **Corporate Oversight**
3. **Sustainability**
4. **Industry Best Practices**
5. **Comprehensive Policies and Procedures**

Why do these commitments matter to passengers? Connecting passengers with destinations gives people freedom and adds vibrancy to a region. We seek the same result as the organizations we partner with mobility that improves quality of life.

Transdev's five commitments regarding maintenance ensure we stay focused on that goal.

1. Commitment to Quality

We cannot perform at our best for passengers without a quality assurance plan that is measurable and transparent. Our system includes:

Structured inspection process: Our corporate maintenance inspections and audits are replicated at a local level.

Focus on training: We want the best Technicians in our garages. In addition to the mandatory training during onboarding, we require ongoing training for Technicians and Managers. To help develop an outstanding roster in every location, we award bonuses for Technicians who pursue ASE Certification and keep current on ever-changing maintenance practices. This strong investment in employee development and training helps us continually improve for customers.



Periodic site reviews: We leave nothing to chance and follow up all inspections with annual site reviews. These reviews cover every aspect related to maintenance performance and ensure that we are compliant with our contract.

2. Commitment to Corporate Oversight:

Transdev's corporate structure supports local maintenance personnel, who create successful, compliant operations. We provide this corporate guidance by:

Assigning a Regional Maintenance Director and Regional Maintenance Manager to each location to oversee performance and visit at least quarterly to do site reviews

Adhering to a Corporate Maintenance Manual

Using Ron Turley and Associates (RTA) maintenance management information system software at corporate and local levels

Following a detailed Environmental Management System (EMS)

3. Commitment to Sustainability



As public demand for sustainable practices grows, companies need to provide sustainable solutions. With Transdev – a company that began as part of an environmental group – you can be sure that you are partnering with an organization that is committed to creating a true culture of sustainability in all our practices. We go well beyond environmental compliance to find new ways to encourage sustainability. Transdev strives to make our offices, vehicles, and maintenance facilities models of sustainability by:

Encouraging employees to bring a green filter to all their decisions and consider the environmental impact of all their actions

Reducing carbon gas emissions through strong maintenance practices

Training our Operators in green driving techniques that conserve fuel, including focusing on idle reduction

Using environmentally friendly cleaning products in all our maintenance facilities

Assisting and advising our clients in using alternatively fueled vehicles, and replacing old fleets, engines, exhaust systems, and more

Purchasing hybrids or highly fuel-efficient vehicles for all our company-owned, non-revenue vehicles

4. Commitment to Industry Best Practices

Transdev's maintenance program follows industry best practices, namely the philosophy that the manufacturer is the first and best source for all information related to the revenue fleet. Passengers expect reliability. Following manufacturers' maintenance requirements, specifications and standards is the only way to ensure vehicle reliability.

5. Commitment to Comprehensive Policies and Procedures

Maintenance is more than a checklist. It is a set of comprehensive policies and procedures. We do not expect our clients to understand the nuts and bolts of what keeps a fleet up and running safely. Transdev does that for you, and provides all-inclusive programs around preventive maintenance, inspections, vehicle servicing and cleaning, documentation, and self-audits.

Fleet Inspection Program

If all goes well in their journey, passengers may not take much notice of the vehicle they are in. But if the vehicle is dirty, smelly, in poor condition, or breaks down, they will most certainly remember.

Transdev's Fleet Inspection Program prevents those inconsistencies. We keep the fleet in good working order through vigilance and a systematic approach, which includes:

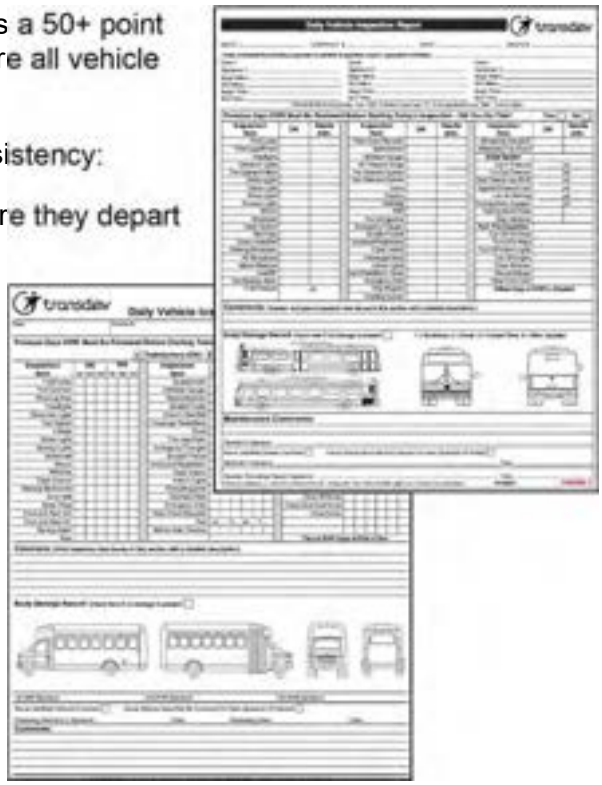
- Daily Operator inspections
- Maintenance review
- Manager oversight
- Careful documentation of all repairs
- Transparency and easy access to information

Daily Vehicle Inspection Report

Transdev's Daily Vehicle Inspection Report (DVIR) is a 50+ point inspection that Operators conduct each day to ensure all vehicle systems are operating properly.

The DVIR protocol has several steps to ensure consistency:

- Operators complete the DVIR each day before they depart from the facilities.
- Maintenance staff collects and reviews the DVIRs to determine if repairs are needed.
- Maintenance Technicians create a work order and attach the DVIR to the shop work order, which becomes the official documentation everyone involved can track.
- Once completed, the Maintenance Manager makes sure all repairs are fully documented, including parts and labor. Safety is the highest priority, and we do not clear vehicles for revenue service until all safety items are corrected.



Preventive Maintenance Inspections

Transdev has a plan for your fleet, and it starts with preventive maintenance. We know that it is always preferable to prevent a problem than to repair it. Our Preventive Maintenance Inspection (PMI) program helps us:

- Increase cost savings for our customers
- Decrease vehicle downtime

- Ensure the safety of all vehicles
- Provide consistent service for passengers

We create a custom maintenance plan for each location, considering specific fleet types, climates, local operating conditions, and special requirements. We tailor our program to your needs, but key components always include:

- Comprehensive inspections of all Operator and passenger features
- Major system inspections (brakes, HVAC, wheelchair lift/ramp, fluids, tires)
- Special repairs, including destination signs and video security systems
- Rigorous standards
- Thorough documentation

Technician Responsibilities

Transdev's highly trained Technicians are key to the strength of our PMI program. Technician responsibilities include:

- Complete an inspection checklist form and the appropriate documentation in our maintenance management system
- Identify all defects found for repair
- Complete all identified repair work
- Document repairs
- Sign PMI forms

PM Inspection Basics

Transdev will perform all preventive maintenance within 10% of TCRTA's indicated interval, or lacking a TCRTA interval, the manufacturer's recommended interval. We will follow TCRTA's intervals as identified in the Questions and Answers Worksheet 1, and we will schedule PMIs evert 3,000 miles or 90 days, whichever occurs first. For fixed route buses, we will schedule PMIs every 3,000 miles or 45 days for GPPV and SPAB certified vehicles. At every PMI, we inspect:



- The vehicle's safety systems, such as brakes, steering, and air systems
- The basic passenger and Operator features
- The fare recovery system

The inspection tasks increase at the B, C, and D levels. Plus, Transdev has developed specialty PMIs within these sub-component areas:

- E - Engine Tune-up

- H - HVAC Inspection
- T - Trans Service
- V - Valve Adjustment. All engine and transmission fluids are maintained according to the OEM specifications and standards.

We carefully track vehicle mileage, so we know when a vehicle is ready for a mileage-interval inspection.

- We record vehicle mileage at the time of refueling and enter it into RTA, our maintenance management information system.
- RTA tracks the mileage of each vehicle and automatically schedules the vehicle for the required PMI.
- PMIs are scheduled at non-peak service hours to minimize disruption to service.

Inspection Documentation

Unlike a PMI checklist used by some contractors, Transdev's inspection method clearly identifies not only what is to be inspected, but also how to perform the check and the results of the inspection. This creates a more efficient, effective process.

We use four inspection forms, each of which are contained in the Transdev Maintenance Manual. The inspection forms identify:

- Unit being inspected
- Odometer reading
- Work order number
- Technician performing the inspection
- Technician responsible for identifying and correcting defects
- Time spent on inspecting and time spent on repair
- Each task to be performed and the standard to which the inspection is to be performed
- Whether the unit has passed or failed inspection (each step is given a Pass/Fail rating)



The cover form then serves to document all identified defects and corrective actions. No vehicle is allowed to operate if a safety-related defect has been identified.

Detailed Systems Inspections

In addition to those inspection items called out in each level of the core PMI Program, we perform other inspections as part of the PMI mileage intervals.

Heating & Air Conditioning System Maintenance

For your passengers, being too hot or too cold in a vehicle creates an uncomfortable trip. To provide all passengers with a pleasant experience, Transdev performs comprehensive, stand-alone heating, ventilation, and air conditioning (HVAC) inspections. We:

- Base the inspection on the manufacturers' requirements
- Change air conditioning filters with every scheduled inspection
- Maintain the integrity of the cooling system by using only approved coolants that are safe, environmentally friendly, and in compliance with federal regulations
- Do not allow vehicles without working HVAC systems to provide revenue service until the system is repaired and our Maintenance Manager verifies proper operation

Inspections of Destination Signs and Video Security Systems

Transdev sill inspect and repair special equipment, including destination signs and video security systems, according to OEM recommendations and TCRTA's requirements.

Wheelchair Lift and Ramp Inspections

We are committed to serving all passengers, including those with special needs. We have a separate PMI schedule for the wheelchair lift and ramp systems, in accordance with OEM recommendations. We perform a wheelchair lift or ramp inspection at each PMI, which includes the following service points:

- Overall condition
- Electrical wiring
- Decals
- Hydraulic power unit
- Mountings and supports
- Platform attachment parts
- Main lifting pivots
- Platform roll stop
- Control pendant
- Facility and Equipment Readiness
- Vehicle interlock
- Handrails

In addition to the above service points, we also:

- Clean, lubricate, and check hydraulic pump fluid
- Clean the lift or ramp with mild soap and water, then dry thoroughly to protect painted surfaces
- Inspect lift pivot points prior to lubrication, and then lubricate at the hinge, torsion springs, knuckle links, and platform tie-rods with either penetrating oil or a dry lubricant (graphite) based on manufacturer recommendations

Fluid Analysis Program

Regular fluid analysis helps us detect problems, prevent catastrophic failures, and ensure we are efficient with lubricants and fluids.

Specifically, we:

Take engine oil samples at all oil drain intervals and ship to the laboratory within 72 hours.

Test each oil sample for fuel dilution, total solids, water, antifreeze, viscosity, and neutralization.

Include with each test the history of the three most recent samples on the report, allowing us to compare data and observe any trend developing.

Take appropriate action based on the results and recommendations from the analysis report.

Properly document and file all records with the vehicle records.



Tire Management

Because tires are among the most safety-critical components of a vehicle, Transdev takes special consideration for inspection and maintenance. We strictly adhere to the following program:

We do not allow a vehicle to enter service or to continue in service with tread depth readings of less than 4/32” on steer tires and 2/32” on drive tires.

A ribbed tread design is used for all axles; an aggressive pattern may be used if operating or geographic conditions warrant. Lug tires are not used.

Before every scheduled run, we visually inspect all tires for signs of sidewall damage, irregular wear patterns, missing valve caps, and low inflation.

We check, record, and correct tire inflation pressure and tread depth if necessary, at each PMI interval, or more often if warranted by operating conditions. We maintain tires with a goal of evenly matched inflation pressures and tread depths as much as possible.

General Repair and Subcontracted Maintenance

Transdev will perform all basic maintenance functions in house except major component repairs. We expect to work with a qualified third-party shop for major repairs such as transmission rebuilds, engine rebuilds, and differentials. We will obtain approval and then bill the cost of labor and parts back to TCRTA as outlined in the RFP.

Parts Inventory

Our goal is to anticipate needs so that Technicians are not held up waiting for parts. We have refined our parts inventory control system, which includes the following

- Tracking parts to their end use on work orders
- Generating parts orders from usage with respect to minimum/maximum levels established
- Determining parts stocking levels by analyzing procurement lead times, usage, and category of parts
- Keeping parts that are used infrequently but critical (such as a tie rod end or brake valve) on hand, regardless of usage history



How We Manage Physical Inventory

Transdev uses monthly and annual cycle counts to manage physical inventory and identify inventory discrepancies and values during the year, and at the end of the year. Maintenance staff are responsible for ordering, stocking, and tracking parts and the Maintenance Manager oversees this process.

We stock 60 days of PM service parts and other fast-moving (running repair) parts based on data we collect in Ron Turley and Associates (RTA) fleet management software. The objective is to anticipate needs so that a minimum amount of time is spent obtaining parts and materials when they are needed by a Technician for repair or replacement. Transdev had the appropriate parts on hand, and our Technicians can repair the TCRTA vehicles and get them back in service in a timely manner. Our Parts Clerk also uses Transdev's purchasing power to get the best pricing from all vendors, resulting in parts cost savings.

Monthly Inventory

Transdev counts a minimum of 20% of the inventory each month. We select different inventory each time so that the entire inventory is counted over any consecutive six-month period. This process allows us to:

- Correct the cause of any discrepancies we find (versus simply adjusting inventory balances).
- Generate an adjustment report each month, which regional and corporate personnel review. They may then investigate and take corrective action into inventory discrepancies.

Annual Inventory

We also require a physical inventory count for all fluids, tires, and part inventories at the end of each year. This year-end physical inventory allows us to reconcile our computerized inventory with actual parts on hand.

Through our annual cycle count, we are committed to:



Accuracy: For tires, we count each type of tire on hand; for fluids, we calculate through physical stick readings and use the price per gallon of the last shipment received to calculate the dollar value of the year-end fluid inventories.

Team approach: Maintenance and administrative staff work together to ensure that all items received and counted are input into the accounts payable system in the same month the physical count is performed.

Careful reporting: Once reconciled, Transdev's Regional Controller receives a detailed computer-generated parts inventory report and parts adjustment reports.

Another inventory-related benefit Transdev offers is the ability to search our nationally networked RTA database to find parts at other locations. For example, if a Technician needs a part to complete a repair, but our parts vendor cannot get it to us quickly enough, search RTA and source it from another one of our locations. This is just one more way we minimize the downtime of vehicles.

Industry Leaders in Electric Vehicles

Transdev with work with TCRTA to optimize electric fleet and plan for fuel cell fleet, if this expertise is desired.

Outside of China, we operate more electric buses than any other operator in the world. Our expertise in maintaining and operating electric buses continues to grow. In California, Transdev operates and/or maintains electric fleets at the San Jose Airport, Antelope Valley Transit Authority, Yolobus in Yolo County, Sonoma County Transit in Santa Rosa; Redding Area Bis Authority in Redding, and Foothill Transit in Arcadia. Our sister company, Compass Transportation, also operates and maintains a number of electric vehicles in the San Francisco area. We operate and maintain more than 600 electric multi-passenger vehicles throughout the world, and over 100 in the United States.

Our reputation as an industry leader in electric bus maintenance is so robust that our Technicians are certified to make warranty repairs for multiple manufacturers. We have the knowledge and experience to assist our clients with maintaining electric vehicles, including determining the right type of vehicles for the area, the best method of power (battery, inductive charging, or conductive opportunity charging), and strategic charging locations based on hours and miles of service, battery capacity, and route conditions.

Our successful performance with electric fleets gives us a network of national and international experts who can assist our clients as needed. Due to the size of our company's maintenance function, we have also developed a large vendor base. This provides savings in parts procurement and reduces downed vehicles because parts are readily available.

We have found that the use of electric buses impacts layovers, Operator runcuts, and schedules. The vehicles are sensitive to road conditions, weather, and driving behaviors. Transdev has developed our own software to meet these challenges that optimizes electric vehicle use and minimizes service disruption. This tool is particularly useful as vehicles age, and the battery capacity is reduced over time.

Living Lab

We developed our knowledge and understanding through our Living Lab in the Netherlands, which promotes knowledge sharing among Transdev's electric bus operations throughout Europe and North America.





The Living Lab tests vehicles (powertrain, battery life, and battery behavior), interface-protocols with (slow and fast) charging, and power management, as well as the effect on the daily service in an operating environment. We use information from the Living Lab at our three operating locations in California that use electric buses. This initial set of analytics, as well as our ongoing operation and expanded use of electric vehicles, will allow Transdev to provide you with value-added insight.

As the leader in zero-emission public transportation, Transdev is well-positioned to provide further e-mobility solutions for TCRTA. We welcome staff to visit our Living Lab annually during our worldwide Living Lab conference or do participate in our Living Lab Conference. At our most recently conference, which was held virtually due to COVID-19, hundreds of participants from dozens of different countries attended the sessions, and our clients shared their experiences during keynote speeches and roundtable discussions. The discussions and presentations included various topics, but two common themes emerged:

- Implementing Zero Emission solutions requires a strong partnership between transportation firms and clients.
- Zero Emission solutions not only meet environmental goals but also impact economic development.

We look forward to bringing our knowledge of using electric vehicles in transit operations to you.

United States Electric Bus Implementation: Foothill Transit

Transdev has operated services for Foothill Transit's Arcadia facility service in Southern California since 2014 and maintains a fleet of more than 200 vehicles providing local, express, and bus rapid transit (BRT) services. In 2015, Foothill Transit began implementing electric vehicles into the fleet operated from the Arcadia shop, and in November 2018, 14 new Proterra Extended Range 40-foot transit buses were delivered.

Our local team began testing the fleet on existing routes to confirm their on-road durability following a 40-minute charge, completing safety checks, and signing-off on road readiness. With plans to achieve an all-electric fleet by 2030, our local maintenance team works closely with Foothill Transit to successfully implement and maintain these vehicles.

Electric Vehicle Charging

Transdev uses 16 electric vehicle charging stations, provided by Foothill Transit. The installation was completed in December 2019, and our team uses it primarily at night to charge during off-peak energy times. The Fuelers and Technicians are responsible for plugging in the electric vehicles based on a pre-determined scheduled created by the Maintenance Supervisor team. We work with Foothill Transit and with Proterra to report any issues or concerns with charging.

Hydrogen Fueled Bus Experience



We can also serve as a valuable partner as you add and evaluate vehicle replacements, including hydrogen fuel cell buses in the future. Transdev currently operates hydrogen fuel cell buses in France, Sweden, and the Netherlands and can collaborate with TCRTA your strategy to transition to a zero-emission fleet.

Responding to On-Street Mechanical Failures

In the case of a deficient vehicle, we always attempt to act as quickly and safely as possible. A Road Supervisor is generally the first responder, and their mission is to manage the care and safety of the passengers. They are directed to go immediately to the scene of the breakdown. In the event an unavoidable service interruption happens, our team performs the following tasks:

When a road call occurs, the Operator will contact the Dispatcher who immediately notifies our Maintenance department that a failure has occurred. To quicken the response time, our Lead Technicians always have a portable radio with them.

The Maintenance Manager or Supervisor on duty will decide how to handle the situation. This eliminates the possibility of vehicle damage. The Maintenance Manager can send a Technician, request the Operator to drive the vehicle back, or send a tow truck after the disabled vehicle. Transdev then updates the vehicle status board with the road call information for that vehicle.

The Technician will make the mechanical call on TCRTA equipment, and the Dispatcher will make the passenger call. If the vehicle is unable to continue, Transdev will direct a replacement bus to the location.

To limit any inconvenience to the passengers, every effort will be made to detour another bus to arrive at the location as quickly as possible. A Road Supervisor will be sent to any down bus to facilitate the safe transfer of passengers.

When the vehicle is returned to the facilities, the Maintenance Department checks and repairs the vehicle and completes the road call report, which is turned into the Maintenance Manager.

During regular meetings between the Operations and Maintenance departments, information pertaining to road calls is discussed so that a common action plan is implemented to eliminate repetitive road calls. Monthly employee meetings reinforce these procedures.

Goals & Objectives for Reducing Road Calls and Tracking Maintenance Cost

Maintenance Goals and Performance Standards

Transdev uses RTA fleet management software, described later in this section, to closely track our preventive maintenance schedules, completed maintenance, and maintenance costs. The chart below shows TCRTA's maintenance goals and objectives, how we will achieve them, and how we will track and report them to TCRTA. More generally, Transdev believes our quality maintenance plan and procedures will reduce the frequency of road calls and the overall cost of maintenance.

Performance Standard	Strategy for Meeting Standard	How We Measure
Vehicles will be properly cleaned prior to pull-out (interior and exterior).	The Maintenance Manager will monitor the cleaning schedule for adherence and ensure vehicles are cleaned to TCRTA's standards.	Road Supervisors check vehicle cleanliness at pull out and spot check vehicle cleanliness. Utility Workers are retrained and counseled based on infractions. We record cleaning on a bus cleaning log, and Senior National Director of Maintenance Mark Nicholson audits bus cleanliness annually.
The Transit Center interior and exterior will be cleaned properly, including bathrooms.	Transdev will clean the Transit Center as required.	Transdev will track Transit Center cleaning on a daily log and investigate all complaints about facility cleanliness.
TCRTA bus stops and shelters will be properly cleaned.	Transdev will clean high-capacity bus stops and shelters at least three times a week, and the remaining shelters will be	Transdev tracks bus stop and shelter repairs cleaning and repairs on a log.

Performance Standard	Strategy for Meeting Standard	How We Measure
	cleaned at least once a week.	
Transdev will maintain a 20% spare ratio of active fleets to the number of vehicles required for peak service demands.	Transdev will track all maintenance through RTA software and staff enough Technicians to conduct all inspections and repairs and ensure the number of fleet vehicles available meet service demand.	Missing service will be tracked and reporting to TCRTA.
All preventive maintenance must be performed within 10% of TCRTA's indicated interval, or lacking a TCRTA interval, the manufacturer's recommended interval.	Transdev will track all maintenance through RTA software and staff enough Technicians to conduct all inspections on time.	Preventive maintenance is tracked through RTA software and will be reported to TCRTA.
All employees in proper uniforms while on duty	Our Maintenance Manager will monitor the maintenance staff to ensure they are always wearing the proper uniform and PPE.	Transdev will track any problems with uniforms or PPE in the employee's file and follow up with coaching and discipline as needed.

Number and Type of Proposed Maintenance Personnel

Transdev will provide the following maintenance staff for the TCRTA Transit System. Our Technician to bus ratio for this operation is 20:1.

Position	Number
Maintenance Manager	1FT
Parts Clerk	1 FT
Technician "A" Level	1 FT
Technician "B" Level	3 FT
Bus Stop Technician	3 FT
Utility Workers	14 FT

Maintenance Quality and Control

A maintenance program is only as effective as its quality assurance process. In other words, we can tell you what we do, but it does not benefit you (or passengers) unless we actually do it.

Transdev's Maintenance quality assurance and oversight program provides that key piece of the puzzle, guaranteeing the quality of what we do, and allowing you to check up on how we are doing. This program is built around some key concepts:

Top-down approach: Each Maintenance Manager and employee has a role to play, but it starts at the corporate level. Our culture is built on supporting the processes and procedures that create the right outcome. Regional and corporate experts routinely review the local Maintenance department's work.

Use of technology: RTA provides an excellent platform for recording data, scheduling tasks and reporting outcomes. We post maintenance information on our central server, so you can review our work as it is completed. Clients can count on our transparency.

Focus on compliance: We are always subject to inspections from local, state, and federal regulatory bodies, and our process assures compliance with their rules.

Four Step Maintenance Quality Process

We monitor vehicle maintenance quality through a four-step process:

1. Scheduled PMI
2. Vehicle Quality Assurance Audit
3. Site Visit Review
4. Annual Performance Review

1. Scheduled PMI

During the scheduled PMI, the Technician thoroughly inspects the vehicles and facilities for all defects, no matter how minor they may seem, and notes them on the PMI defect form. A Supervisor either assigns for repair or releases the vehicle (the Supervisor or Maintenance Manager are the only representatives authorized to release it).

2. Vehicle Quality Assurance Audits

A Maintenance Supervisor or the Maintenance Manager performs a series of QA audits, including:

- PMI Quality Assurance Inspections
- Vehicle Readiness/Cleanliness Inspections
- Vehicle History Files/Records Audit Log

Note that the PMI Quality Assurance Inspection section and Vehicle Readiness/ Cleanliness Inspection section contain 90 days of records. The Vehicle History Files/ Records section contains 12 months of records. All records are filed in chronological order.

PMI Quality Assurance Inspections

We perform PMI QA inspections on at least 20% of all PMI inspections. These inspections are essential for quality control, but they also help us train our Technicians to continually improve our inspection quality. We take a team approach to inspections:



- First, the auditor (a Technician) checks for objective evidence that PMI procedures are completed following all regulatory and contractual requirements.
- The Supervisor then visually inspects the vehicle and counsels the Technician on any items that were not identified during the original PMI inspection.
- The Maintenance Manager reviews each of these audit forms and makes changes as necessary to correct any noted deficiencies.
- The Regional Director of Maintenance also reviews these forms during routine visits to the location.

Readiness and Cleanliness Quality Audit



Transdev has a comprehensive fleet cleaning program to keep the vehicles clean and ready for service. The Readiness and Cleanliness Quality Audits are simply internal audits that act as a self-check to make sure we are adhering to the plan.

We document these inspections using the Service Readiness/Cleanliness Inspection Form. The form uses a weighted system, assigning double the points to the most important areas. The scoring scale is:

- 0–75: Unsatisfactory
- 76–85: Needs Improvement
- 86–95: Meets Expectations
- 96–100: R&C Excellence

We mandate that all locations perform these audits on a minimum of 20% of revenue service vehicles each week. When the Maintenance Manager receives the audits, it is their responsibility to make the needed changes. The Maintenance Manager (or their designee) is the only one who can identify vehicles as ready for revenue service.

Vehicle History File / Maintenance Records Audit



We take compliance with regulatory agencies very seriously - it is critical to us, as well as to our clients. Allocating resources efficiently is also extremely important. You cannot do either of these things without accurate and complete vehicle records. Keeping these records ensures that we:

- Are held accountable to our established internal standards
- Comply with our clients' standards.
- Comply with all applicable regulatory agencies.
- Track the individual vehicle's performance and the performance of the vehicle type.

To ensure our record-keeping is the best it can be, we perform periodic Vehicle History File and Maintenance Record Audits. Each month, we audit at least 5% of the fleet files. Our audits go three months back, and the Maintenance Manager handles the audit results.

We inspect vehicle records and verify the following criteria:

- All required records (repair orders, DVIRs, and other audit records) are present.
- Each record and repair order accurately reflects the maintenance we performed.
- Paper files are accurately recorded and documented in the RTA system.
- All maintenance forms are properly completed.
- Lubrication analysis program records are properly filed and documented; lab results are maintained chronologically.

Taking a closer look at the records helps us make modifications for the better, including examining our maintenance approach, adjusting our inventory levels, and anticipating major component failures before they occur.

3. Site Visit Review



Transdev builds in Site Visit Reviews because nothing can replace having physical eyes on an operation. These period reviews help us improve efficiency, analyze trends, and implement best new management practices. The better we do our job, the better our clients fare, and the better life is for passengers.

When the Regional Maintenance Director or Regional Maintenance Manager visits a maintenance operation, it triggers one of these reviews. The Maintenance Manager performs the review, which looks at several areas, including vehicle inspection, vehicle records inspection, and if the local operation is following the QA audit process.

4. Annual Performance Review

We are committed to taking a comprehensive approach to maintenance. Accordingly, we have created a holistic QA process that allows us to pay close attention to how all the parts add up to the whole. Every step of our Maintenance QA Program builds on the one before, with the final step being the Annual Performance Review.

The Regional Maintenance Director or Regional Maintenance Manager conducts the review, which covers 145 individual items. The review looks at the local operation's self-audit program, paying special attention to whether the team made the corrections called out in the Site Visit Review. We communicate the results of this audit with both our clients' executive management and Transdev's Chief Quality and Safety Officer.

Meeting Maintenance Reporting Requirements

Transdev will meet all TCRTA, FTA, and California DOT regulations and requirements for maintenance reporting. We will submit necessary financial and performance reports in such a manner that will allow TCRTA to finance maintenance expenses with federal grant funds. Further, Transdev will provide all reports in electronic or written format as required by TCRTA.

Maintenance Management Information Software

Transdev collects an enormous amount of data about vehicles, parts, repairs, warranties, and other information. Our maintenance staff are experts at analyzing that data to do our job better, save our clients time and money, and ensure passenger safety.

Using the Ron Turley and Associates (RTA) Maintenance Management Information System helps us improve the quality of maintenance services, enhance reliability, increase productivity, and minimize downtime. RTA allows us to be as efficient as possible, while still maintaining a high standard of quality for fleet repairs. Specifically, through RTA, we can:

- Produce vehicle inspection and repair schedules for the PMI program
- Ensure on-time compliance
- Maintain vehicle histories
- Track fuel, oil, and other consumables
- Manage parts inventory
- Oversee Technician labor
- Share maintenance data with clients

How the RTA System Works

The RTA system maintains a comprehensive history reporting for each piece of equipment in the fleet. RTA stores every transaction done to an asset for the life of the asset and provides reports to pull the data out.

RTA has six modules to aid in maintenance control:

1. **Vehicle Inventory:** Keeps track of all fleet information such as history, current vehicle status, and scheduled maintenance; provides for file updating, future service scheduling, and cost tracking.
2. **Work Orders:** Plans and schedules PMIs; creates work orders and invoices.
3. **Parts Inventory:** Tracks inventory and generates requisitions for parts to be reordered; tracks core and warranty parts; provides failure statistics; includes report forms.
4. **Fueling:** Tracks inventory, accounting, and fuel consumption; calculates fuel taxes and vehicle cost per mile.
5. **Tires:** Tracks inventory; compiles cost per mile reports to compare manufacturers.
6. **Operator Verification Reports**: Allows employees to record information from pre-trip vehicle inspections.

VMRS Codes



We use Vehicle Maintenance Reporting Standards (VMRS) codes to enter every work order into the system. This is how we can analyze trends, track defective parts, and generally slice and dice data. We can easily pull a report of historical repairs by VMRS code, filtering by vehicle, sub-fleet, or the entire fleet. We do not waste time searching for a needle in a haystack: we can find what we need immediately.

Vehicle Files

In transit maintenance, records are everything, and we take excellent care of our vehicle history files. This includes dates and details of all corrective maintenance, preventive maintenance inspections, all safety and pre- and post-trip inspections, work orders, repair records, and records of any accidents in which the vehicle was involved. They are available to clients at any time to inspect.

Vehicle maintenance record files contain, at a minimum:

- Make, model, serial number, license number, fleet number
- Date placed in service and life miles
- Rebuilds and major component replacements
- PM Inspection reports and audits
- Repair orders with a copy of the Daily Vehicle Inspection Reports (DVIR) if applicable, including warranty repairs
- Completed DVIRs in chronological order by bus number (with retention for three months)
- Oil analysis reports
- Road call reports
- Brake meter test results
- Component change-out records
- Opacity tests
- Vehicle accident reports

Maintenance Reporting and Analysis

Transdev recognizes that our clients are dealing with balancing capital budgets and allotting expenses. We want you to have the information you need to plan accordingly for fleet replacement. Our detailed maintenance reporting and analysis benchmarks key indicators to measure the performance of the fleet, including:

- Miles between road calls
- Cost per mile
- Staff hours/PMI
- Fuel efficiency

Percentage operable air conditioners	Inventory turnover and inventory value/vehicle
PMI currency	Repeat work statistics

We provide clients with real time access to all RTA maintenance software information through our central server. You see exactly what we are doing, when we are doing it, as well as the results of our efforts.

Supporting Documentation for Maintenance Expenses

Transdev will tracks and compile supporting documentation for actual maintenance expenses, including vendor invoices, proof of vendor payments, and work orders. We will save this information in RTA and provide this information to TCRTA monthly, or more often as required.

Maintaining the Maintenance Facilities

Transdev is experienced in all facets of facility maintenance and the complex environmental management issues which come with transit operations. Transdev will maintain, preserve, and protect assigned facilities, equipment, tools, and materials in good working order and in accordance with TCRTA and/or vendors' specifications. Transdev will maintain the facilities in accordance with the approved Facility Maintenance Plan and all local, state, and federal requirements for safety and security.

Environmental Compliance – Our plan will follow TCRTA's Sustainable Operations and Maintenance Policies, and we will use products and supplies that meet Green Seal Standard GS-37 and EPA guidelines.



OSHA and Environmental Regulations – We will comply with all OSHA, EPA, DHS, and state and federal water runoff acts, regulations, laws, and requirements in the operation of all TCRTA facilities governed by this contract. All required environmental notices and regulations will be posted in employee break areas and within each facility.

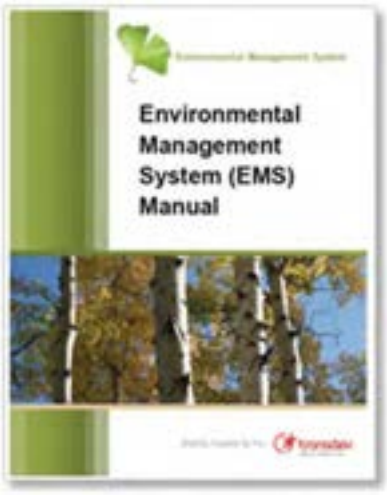
Preventive Facility Maintenance – Transdev's Maintenance Manual and EMS Manual provide guidance to our local team on preventive maintenance schedules. We will adhere to the scheduled maintenance as detailed in the EMS Manual. We will use our experience to help minimize TCRTA's costs, reduce waste, and extend the life of the facilities.

Hazardous Materials Disposal – Transdev will properly handle, use, store, and dispose all waste, oil, and hazardous materials produced at the facilities. We will provide training to maintenance, safety, and training staff, and follow up with regular environmental audits by our Environmental Compliance staff.

Environmental Program – Transdev has developed plans for the containment and cleanup of spilled fuel, oil, and any hazardous materials, consistent with local, state, and federal law and is responsible for carrying out all such containment and clean-up activities. Annually, each location will complete a rigorous compliance audit that is scored by our corporate sustainability team to ensure that each property is compliant with environmental regulations and requirements.

TCRTA Notification and Resolution – In the unlikely event that a facility issue occurs and results in an accident, safety hazard, or problem of an emergency nature, Transdev will notify TCRTA by telephone immediately. Transdev corporate staff members will also be informed and activate an emergency response plan, if necessary. If any major repairs to the facilities or associated equipment or systems are needed, or if there are any potential environmental or structural concerns with the facilities or associated equipment or systems, the General Manager will notify TCRTA's Project Manager or designee in writing of what corrective actions Transdev plans to take.

Environmental Management System Manual (EMS) – Transdev's EMS Manual includes environmental rules, regulations, compliance activities, and guidelines governing each location. It provides the tools to create an internal action plan for continuous improvement and contains directions for the management and proper disposal of potentially hazardous materials and waste, plus proper procedures for clean water, clean air, storage tanks, and much more. It is frequently updated and delineates the basic procedures that ensure people, clients, and the environment are protected from risk. Supervisory personnel at our locations train employees on proper procedures. All Transdev maintenance personnel are given refresher courses annually.



Key elements of the Environmental Management Procedures Manual include:

- Community Right-to-Know Program
- Employee Right-to-Know Program
- Hazardous Waste Management Program
- PPE Program
- Clean Water Management Program
- Storage Tank Program
- Environmental Checklist

This company-wide document demonstrates Transdev's commitment to environmental stewardship and prevention.

Preventive Facility Maintenance – Transdev views scheduled Preventive Maintenance (PM) as a vital component to TCRTA Transit System facility maintenance. This creates a proactive, rather than a reactive, approach to facility maintenance and keeps TCRTA's facilities in like-new condition.

The Facility Maintenance Plan will provide a PM Program with daily, weekly, monthly, quarter, bi-annually, and annual preventive maintenance tasks, inspections, and schedules. The program will include a notification process to notify TCRTA of any deficiencies in the facilities or any elements of the PM Program that are not being accomplished in the time scheduled.



Preventive Maintenance Program: Transdev will adhere to TCRTA's comprehensive preventive maintenance program for all the appropriate assets at the site. We understand the details of the preventive maintenance program will be developed using Original Equipment Manufacturers (OEM) standards for routine, monthly, quarterly, semi-annual, and annual maintenance on all the installed equipment.

OEM Standards: The preventive maintenance program will be developed from the maintenance manuals supplied by TCRTA.

Best-in Class: The energy asset preventive maintenance program will be developed using the best-in-class industry practices for each individual piece of equipment, as well as the experience and past practices of Transdev staff who maintain similar assets at other sites.

Computerized Tracking: The preventive maintenance program will be integrated into the RTA maintenance software.

Facility Warranty Enforcement – Transdev will review all TCRTA equipment warranty documentation. We will track warranty obligations of manufacturers and installing contractors through RTA maintenance software. It is important to understand that warranties do not eliminate the need for proper maintenance on the equipment. Warranty requirements highlight the importance of timely scheduled maintenance, properly performed, and fully documented to keep warranties in full effect by the manufacturers and installers.

Inspection Process – Transdev maintenance personnel will conduct rounds of inspections, including daily, weekly, and monthly, depending seasonal requirements, and on the requirements and sensitivity of the equipment. Physical walk-by and inspection of the equipment will act as an early warning system, and Operators look, listen, and even smell to ensure the equipment is operating properly.

These daily rounds are documented via clipboards and when possible, with clipboards affixed to the equipment to ensure a physical presence as prescribed. Documentation is essential in these tasks. Our inspection forms are available for review upon demand.

Facility Cleaning – This task is vital to not only equipment maintenance and operations, but also to creating a safe working environment and discipline. These tasks will be included in the RTA maintenance software system as scheduled tasks and will augment the housekeeping requirements. Transdev will submit a cleaning schedule detailing how and when the facilities will be maintained for the upcoming month in a calendar format.

Reporting Forms, Schedules, and Procedures – Transdev has a library of forms that are used for facilities operations and maintenance. Forms include work orders that are generated in a programmed manner from the RTA software, Standard Operating Procedures, and Safety Procedures. Should TCRTA provide their own system, these forms can easily be transferred over, they can also be incorporated into any other system TCRTA chooses.

Facility Maintenance Software – Transdev will use RTA fleet management software to track all facility maintenance activities and monitor compliance with the facility maintenance program, track preventive maintenance, work order generation, and inventory management.

Bus Stop Cleaning and Maintenance

As previously discussed, SM Transit will be responsible for cleaning and maintaining all of TCRTA's bus stops. They will use their experience and best practices from providing this important function for the Porterville services and provide that same high caliber cleaning to all TCRTA's bus stops, benches, and shelters. Specifically, SM Transit will:

Provide daily cleaning including, but not limited to, trash removal, graffiti removal, glass and bench cleaning, removal of foreign substances, and sweeping shelter interior and sidewalk adjacent to the shelter to all TCRTA's bus stops with benches and shelters. All cleaning activities will be documented.



Conduct daily inspections of all of TCRTA's bus stops and prepare reports regarding findings.

Provide monthly detailing services for all TCRTA bus stops with benches and shelters, including pressure washing when needed.

Perform minor repairs as required and requested by TCRTA's staff

Dismantle, move, and erect bus stop poles, signs, and shelters as needed and directed by TCRTA staff

f. Mobilization / Start-Up Plan



The keys to Transdev's many successful transitions are a strong team, a robust plan, clear and uninterrupted lines of communication, accountability, flexibility, and extensive corporate resources.

Our corporate and regional staff members have successfully managed the transition of many transit services and are well versed in what is involved in a seamless, efficient start-up. So why is this important? Transitions proceed at a pace unlike any other period of a contract's life. They require extensive coordination of a diverse array of resources.

Lessons Learned from the StanRTA Transition

Transdev's team successfully consolidated four different services from two different systems into one operation during our implementation of transit services for StanRTA in Modesto. We began implementation in September and started our first day of service on Jan. 1, 2022.



Like TCRTA's service area, StanRTA covers a large service area. Transitions represent change, which is already difficult for human nature, but this transition was especially complicated. The first day of service under Transdev management was also the first day for many other service changes, including implementation of a new fare structure, a new paratransit scheduling software, and new scope of responsibilities for call center agents.

Further, we were taking over three of the services from a long-time local incumbent that did not wish to cooperate with Transdev during the transition period. We learned a number of lessons during that transition that will benefit us through the TCRTA transition, should we be selected. Additionally, it is important to note that we have planned a partnership with SM Transit, which eliminates any difficulty in transitioning from a long-term local provider. We are excited about this partnership and have subcontracted them for the length of the contract term including option years. We are committed to being an engaged community partner and see our partnership with SM Transit as the foundation of this commitment.

Specific tactics we used during that transition and can use during the implementation of the TCRTA Transit System include:

- Communicate clearly with TCRTA about the transition throughout all steps of the process
- Immediately reach out to create a positive working relationship with the unions that represent the incumbent employees
- Provide attractive wages, hiring bonuses, and raffles for incumbents who complete their applications with us by a specific deadline
- Launch the incumbent hiring portal immediately
- Ensure the local management is on-site early to assist incumbent employees through the application process
- Present wage and benefit information to incumbent employees quickly so that they can make decisions
- Obtain phone numbers, emails, and physical addresses for the incumbent employees
- Maintain the same shifts for the first day of service to minimize confusion and phase in changes to the run cut
- Schedule General Manager Les Belton to attend stakeholder meetings following contract execution to introduce Transdev to the community and begin building a local reputation for goodwill with passengers, incumbent employees, and community groups

Transition Timeline

Please refer the *Appendix* for a chart that details the transition tasks and timeline we have identified for TCRTA services. This detailed Gantt Chart timeline shows the activities to be performed, when they will be performed, and who will complete them. This level of detail is essential for us as a management tool, and we are confident that it will give TCRTA the ability to effectively monitor our progress toward an on-time and effective start-up of the TCRTA Transit System. Transdev will use the Power BI data analysis tool to track our overall performance and drill down to capture very detailed information on all start-up activities.

Transition Communication

One of our first transition activities will be to set up several Meet Transdev meet and greet sessions. The purpose of these sessions is to put a face and a name to Transdev. We will offer refreshments, provide information on Transdev, and have representatives of our local management team answer questions prospective employees may have about Transdev and our proposal.

More importantly, we will bring in Operators and Technicians from our other Transdev locations to participate in the sessions. These employees, all of whom have experienced a transition in the recent past, provide a one-on-one exchange between employees who were in the same position of transitioning employers. The honest discussion and answering the hard questions reduce employee anxiety over the changes to come and reassures employees that change can be positive.

"All these improvements have given me back my life! Link's new collaboration with Transdev sends a powerful message to stakeholders that our time indeed is respected. Paratransit is there to help us live fuller lives. The new model also conveys that our lives are as valued as much as a more able person. I am grateful for the sincere care that everyone has put into making this a success from the passenger's perspective." *- Marjorie McWee, CCCTA Advisory Committee Member, Concord, CA*

We will schedule a regular weekly meeting with TCRTA staff and plan and conduct outreach events to educate passengers. Transdev's Regional Vice President Ibrahima Toure and his team will immediately meet with TCRTA following contract award to finalize the transition plan and establish a schedule for weekly meetings. During these meetings, we will monitor progress and resolve any issues and concerns. Our transition plan is built around the following major tasks:

- Management Team Placement
- Recruitment and Retention
- Employee Training
- Labor Relations
- Fleet Inspection
- Facility and Equipment Readiness

Community Outreach

Transdev will also work with TCRTA to develop a comprehensive communications plan to discuss the transition openly and honestly with all stakeholders. In addition, we will conduct community outreach, in accordance with your wishes, to educate the public about service changes and new technology, such as the My Transit Manager passenger app and My Agency Portal for agencies who are large trip generators. In addition to initial community outreach, we also help our local teams plan events, such as stuff-a-bus food drives, and our local employees will represent Transdev in parades and fairs.



Yolobus - Strong Community Partnerships and Outreach

Our Yolo County location is an excellent example of how we maintain strong and mutually beneficial community partnerships. We have participated in many important events in collaboration with our client, Yolo County Transportation District (YCTD), including those listed below. We can work with TCRTA to create similar partnerships with the local community and other areas we serve.

- **Touch-a-Truck –** Transdev staff represents Yolobus and provides community service transportation for the annual Touch-a-Truck event hosted by the public library. The event allows children to see and tour buses.
- **North Bay Stand Down –** North Bay Stand Down – Transdev provides transportation every year for the North Bay Stand Down. This event for veterans includes workshops, spiritual services, and social services.
- **El Rio Villas Transit Stop –** Transdev provided community service transportation to the Ribbon Cutting Ceremony for the El Rio Villas Transit Stop in Winters, California. Congressman John Garamendi and YCTD Board members recognized Transdev for providing support during the construction of the transit stop.
- **Latino College Fair –** Transdev provided transportation to the Latino College Fair in Sacramento, California, for students from Woodland Senior High School and Pioneer High School.
- **Travel Training Workshops** – Transdev partners with the City of Davis and other transportation partners to conduct a travel training workshop each year. Participants learn how to access local public transportation options and services; the workshop is focused on seniors and those with disabilities but is also open to the general public. Transdev also provides translation services (English – Spanish) at this event.



- **The Woodland Holiday Parade** – YCTD and Transdev co-sponsor the annual Holiday Parade in Woodland, California. Transdev staff designs and decorates the bus each year, and Yolobus won First Place in the Novelty category in 2017.
- **Donated Buses to La Piedad, Mexico** – Four paratransit vehicles, refurbished by Transdev staff, were sent to Woodland's sister city, La Piedad, a small town in Mexico. The buses were restored in partnership with the cities of Woodland and La Piedad, with the intent that they are used in La Piedad to transport disabled children from their homes to the only local school for disabled children.
- **Yolo County Fair** – The Transdev team works in shifts to assist with the Yolobus Booth/Exhibit at the Yolo County Fair.
- **Department of Homeland Security TSA Partnership** – Since June 2015, Transdev has partnered with the Transportation Security Administration's (TSA) Office of Security Operations (OSO) to conduct Baseline Assessments for Security Enhancement (BASE) reviews as a stakeholder in Woodland. The BASE is a voluntary security assessment of mass transit and passenger rail systems.

Corporate and Regional Support for Transition

While the daily management of service is a local team effort, transitions are the efforts of an entire corporation. We are fortunate to have extensive experience in this area, with each department well trained in what needs to be done and how to get there.

Key members of our corporate start-up team include the following task leaders:

Area of Focus	Resource	Title
Operations	Ibrahima Toure Brendan Matthews	Regional Vice President Transition Manager
Maintenance	John Loverseed Mark Nicholson	VP Technical Services Senior National Maintenance Director
Safety & Training	Scott Brace	Regional Director of Safety
Human Resources	Kate Riley	Regional Director of Human Resources
Benefits	Abel Lilly	Director of Benefits
Operations Software	Christopher Bryan	Vice President of Business Solutions
Labor Relations	Kevin Healy	Senior Director of Labor Relations
Environmental	Michael Olsen	Director of Environmental Services
Marketing/Customer Service	Mitun Seguin	VP of Marketing & Communications
Regulatory Compliance	Dan Lee	Assistant General Counsel
Contract Execution and Proposal Compliance	W.C. Pihl Cristina Russell	SVP Business Development VP Business Development

Transition Manager Brendan Matthews

As previously discussed, Senior Director of Performance Brendan Matthews will serve as Transition Manager for this project, and he will assign each task in the transition plan to a specific individual and coordinate corporate resources. His role will be to keep communication flowing among all the parties and make sure tasks we complete tasks on time with little disruption of the current operation. From day one of the start-up, Brendan and our local management team will immediately begin outreach to area agencies and major paratransit trip generators to establish open lines of communication as soon as possible. These agencies may be invited to participate in safety meetings, passengers will be given forums to discuss their thoughts on the service, and General Manager General Manager Les Belton will be an active part of the community as he builds these relationships.

Transition of Employees

The success or failure of a transition depends on having enough well-trained employees ready for deployment with a positive attitude. Having the management team in place through the transition period is critical. We will have our key management staff, including our General Manager, Assistant General Manager, Safety and Training Manager, and Maintenance Manager on-site as soon as possible following contract award. They will be supplemented by regional and corporate functional teams to help train and develop existing staff and establish systems to track service performance to maintain continuity in the short term and improve services as the contract progresses.



Hiring Incumbent Employees

Our strategy for recruiting employees includes making employment with Transdev as appealing as possible, communicating with the incumbent service providers regularly, and providing a flexible training schedule to minimize service disruption.

Based on our experience and commitment to offer competitive wages and benefits, we anticipate many of the existing workforce will transition to Transdev. This means that we will recruit, hire, and screen a small percentage of the workforce. These tasks will be completed with support from our Regional Safety and Training and Human Resources Directors with additional support from corporate support staff.

Projecting Our Need - We began our efforts by building a staffing plan centered on our expectations and needs based on the service requirements. Our efforts focused on understanding all aspects of the operation and expectations and developing a method and staff to achieve them based on Transdev business approaches and technologies.

Attracting Incumbent Contractor Employees - It is Transdev's expectation and desire to fill a majority of open hourly and supervisory positions with qualified incumbent employees. There may be a need, however, to recruit new employees as well. We have assumed that we will retain the majority of the out-going contractor's non-managerial workforce. Transdev will establish a recruitment center to accommodate the application process for existing and new employees.

We will schedule multiple job fairs at times when Operators are available, and we will have staff on hand to accept applications, to review submitted applications for completeness, and to answer questions. Based on the results of these efforts, Transdev will determine the number of new employees we need to attract.

Attracting New Employees – Transdev has expended a considerable amount of effort to develop a package of compensation and benefits that will attract and retain the right employees. Our methods for generating a quality pool of candidates includes referrals from current employees, recommendations, Veterans outreach, job fairs, and targeted outreach online and through social media.



Intake - Once any individual (whether employed by the incumbent contractors or not) has submitted an employment application, Transdev will review the application for completeness and compliance with company standards and contractual requirements. All employees, whether in a safety sensitive position or not, are required to meet the qualifications required of those employees in a safety sensitive position. Once an employee meets the minimum criteria and is considered a good hiring choice, we will make an offer of employment, which is contingent on the applicant's ability to pass a pre-employment drug screen and a DOT physical. Transdev will follow drug and alcohol screening procedures as approved by the FTA.

Tracking and Compliance - As any Human Resource Manager will tell you, the onboarding of employees sounds much easier than it is. The process requires not only the completion of an application but also supplemental forms, payroll information, verification documentation, training documentation, uniform distribution, contact information, and much more. Transdev uses iCIMS, a talent management and recruiting tool, to track each applicant's status through the screening process. iCIMS tracks each individual applicant, stores their critical application information, and monitors progress through the process. This tool ensures that we verify the completion of critical steps in the onboarding process, including pre-employment drug tests, physicals, reference checks, license verification, and background checks. The system also automatically produces our EEOC reports and ensures our compliance.

We also use our iCIMS Talent Recruiting Database to make applying on-line easy and convenient for existing or new Operators. We will have a computer at our recruiting location to enable applicants to submit their application easily and efficiently.

Training - During the transition period, we will provide a significant amount of training for all employees in a short amount of time. This training will run along two tracks: training for employees of the outgoing contractor who accept employment from Transdev, and new employee training for employees who have not worked in transit or for the incumbent providers.

New hire employees will follow the full training program outlined in the training section of this proposal. Incumbent employees will receive recertification training on key aspects of the operation.

A transition creates a unique opportunity to redefine standards and reset the expectations we have for all employees and to reinforce their training. Considering this fact, Transdev will use the training we will provide for all incumbent contractor employees transitioning to Transdev to define the expectations we hold for all Transdev employees. We also propose to meet with TCRTA to identify any other issues which may need to be reinforced during this training. Topics we expect to cover during this training will include:

- Steps for completing all required employment paperwork, including applicant and I-9 information, health benefit enrollment forms, license validation, drug screening, and any other forms required to be included within a full employment record
- An overview of Transdev and our Code of Conduct, our rules and policies, and our Managing within the Law Seminar for management employees
- A detailed review of our safety policies and procedures, including railroad crossing safety, accident reporting, and traffic laws
- Reinforcement of customer service skills, including customer service, ADA, and sensitivity training
- A review of operating rules and procedures, including pre-trip inspections, check in/out procedures, and more

- An on-road safety evaluation and follow-up training as necessary for any employees who will transport passengers or move vehicles



Because transition-related training requires employees to take time away from their typical duties, and the outgoing contractor must still provide service in accordance with its own contract and your expectations, Transdev will work with the outgoing contractor to schedule all refresher training sessions so that employees can receive training in small groups which meet on different days of the week and weekends and at different times of day. We will never require large numbers of employees to attend training at the same time. We will also not hire any employee who fails to remain with the incumbent contractors until the transition date for the project.

Training will be performed by our Safety and Training Manager, Regional Safety Manager, and resources from other Transdev locations.

Road Supervisor, Dispatcher, and CSR Training - Transdev will provide training as described in the Training Section of this proposal to Road Supervisors, Dispatchers, and CSRs.

Maintenance Training - New maintenance personnel who have no prior experience with the current fleet will receive Transdev's full maintenance training curriculum. Any maintenance employees who transfer to Transdev from the incumbents, including Technicians, Service Workers, Parts Room personnel, and Maintenance Clerks, will receive company orientation and job-specific training (as needed) in the following areas:

- Overview of Transdev Maintenance Program
- Overview of Transdev Environmental Compliance and Sustainability Program
- Mandatory use of PPE
- Spill prevention, containment, and notification procedures
- Other Emergency Procedures
- Use of Transdev's enhanced Maintenance MIS Software
- Transdev Quality Control, Quality Assurance, and Audit Procedures

Our Maintenance Manager and Regional Maintenance staff will provide this orientation with assistance from other Transdev regions and locations.

Office/Administrative/Support Staff - All Transdev administrative and support personnel will receive job-specific training prior to the service transition and on an as-needed basis. If any of these employees transfer from the incumbent contractors, Transdev will assess their skills and job knowledge on an individual basis and arrange for appropriate training to address any specific deficiencies. All such training will be completed within six months of the service transition. Depending on the need or the topic, either members of Transdev's local or corporate staff will provide the necessary training for these employees.

Transdev Culture – Care for Our Employees

From motivational posters to opportunities to meet the transition team, we will begin to infuse the Transdev culture of employee care at the start of the transition. Activities that have yielded success include:

- Creating a team comprising personnel from Maintenance, Dispatch, Operations, Customer Service, and Utilities to form a cultural committee. The team would meet regularly and discuss ideas to introduce the different cultures represented in our workforce through special events such as potlucks and international fairs. New team members would rotate in every six months to continually gain fresh perspectives and insights.
- Acknowledging our workforce's diversity by hanging flags for each nation represented by our employees. The flags would be prominently displayed, as they are at our Denver operation, shown in the photograph.



Transition of the Fleet

Transdev has developed a proven vehicle inspection process for transitions that includes mutual inspection of the fleet. As defined in the process, the inspection will involve three steps: records inspection, visual inspection, and turnover inspection.

Records Inspection

We will request the opportunity to review a history of vehicle servicing and repair of the fleet prior to the next step of the process. It will be Transdev's responsibility to review these records to determine if potential deficiencies have occurred or if there appears to be a pattern of failures that may need to be reviewed through the inspection process.

Visual Inspection

Transdev Maintenance staff, along with their current contractor counterparts, will inspect each vehicle. We suggest a meeting among all parties to review the Vehicle Acceptance Checklist to have concurrence on the front end among all parties to avoid potential disagreements once the inspection process has begun. It is important that the acceptance Checklist reflects the standard to which the current contractor will turn over the fleet and Transdev will be expected to maintain it on a going forward basis.

The inspection will focus on safety checks for brakes, air systems, tires, fluid levels, broken glass, body damage and other items included in the Vehicle Acceptance Checklist. During the inspection process Transdev will take photographs of each vehicle documenting the condition of the vehicle at the time of the inspection.



Transdev has developed a tablet-based electronic inspection process to facilitate the process. The tablet can be built on the inspection form agreed to by all parties. The electronic inspection allows us to document the condition, take photographs, create a to do list, and organize the data in a virtual vehicle file that can be shared among all parties. The tablet also allows for each party to apply their electronic signature as approving or disagreeing with the result.

The data can then be organized so TCRTA can review all areas of disagreement and efficiently evaluate the defects and make the appropriate call as to whether a repair is justified. The tablet also allows documentation of follow-up inspections and final acceptance. The fleet inspection will occur during the first 30 days of the transition period.

Turnover Inspection

Upon completion of the first inspection, both parties will sign off that agreed upon repairs have been made. On the evening of the turnover, a quick visual inspection will be made to ensure no new damage has occurred.

At this point, all parties will reach a mutual agreement that the vehicle is being turned over in a condition consistent with the RFP, and the responsibility for maintenance from that point on is Transdev's.

Should additional repairs be required, Transdev will either reserve a maintenance bay for the current contractor to complete the repairs or Transdev will complete the repairs and invoice the current contractor for the work performed. We have transitioned many fleets with our competitors and generally have not had issues with such an arrangement.

Trapeze Software Implementation

Transdev has been in the business of mobility for 100+ years and has learned the kind of resources our management teams and clients need most. What distinguishes Transdev and highlights us as a leader in this industry is our investment in our future by investing in our people and infrastructure demanded by our operations. We have assembled some of the industry's best talent and technology to create and support the infrastructure of our operations. Relevant to this project are Transdev employees like Vice President of Business Technology Christopher Bryan with his expertise in Trapeze.

Christopher and his team of paratransit systems experts analyze and improve the performance of all operational processes and software applications. This responsibility includes providing support to those locations which use scheduling and dispatch software programs such as Trapeze. Christopher alone has been involved in over 100 paratransit software installations and understands each step needed to ensure a successful transition.

Unlike a typical installation, there are fewer steps required in the transition of client data from one version to another. Since the systems will be similar, the transition of client data can be seamless, but not without careful planning and communication.

Frequent communication between the Trapeze, Transdev, the incumbent contractors, and TCRTA are essential to a smooth implementation. We propose this to involve:



Project Kickoff - During this initial phase, the roles and responsibilities of each party will be defined to guide the project from this phase through client acceptance, with Transdev and the incumbent providers verifying client files and scrubbing them as needed. A detailed transition schedule will be developed once the availability of all parties is determined.

Software Implementation Phase – This phase begins with Transdev installing and testing its version of the required backend software. All computer equipment is installed and configured.

The project team members identify the versions and modifications that need to be made for the versions to work together. We identify any additional software customization in this phase and create a plan for development.

Project Management Oversight - Following a verification that all versions and standards are met, any remaining issues or deficiencies are documented by the project team and resolution plans are defined for each party. This phase ensures that everyone involved is confident that the data migration is effective and meets the project's requirements.

Pilot Phase - The pilot phase is a live system test using a subset of the entire fleet. The purpose of the pilot is to complete end-to-end testing of the system under real-life conditions so that any remaining issues may be identified and addressed. Limiting the number of vehicles used in the pilot simplifies troubleshooting and ensures the mobile data hardware and software is operating as expected, before the entire fleet is mobilized. A resolution plan will be developed to investigate and resolve any remaining issues. The training of Dispatchers, Road Supervisors, and other staff will occur during this phase.

Rollout Phase – We anticipate a period during which Transdev, and the incumbent staff will transition prior to the operational turnover; this will account for trips scheduled up to two weeks in advance.

During these phases, our Business Technology team will oversee the project, evaluate existing scheduling and routing parameters, and optimize the base schedules used for paratransit operations.

TripShot Software Implementation

Transdev has a strong partnership with TripShot Software and will coordinate on-site training for its team to ensure all employees are trained during the start-up period and that they have continuing resources for the duration of the contract. In addition to the on-site training, TripShot provides recordings of training for the team to review at any time. The transition of the software will begin with contract execution.

Addressing Common Transition Issues

Planning and experience are the keys to mitigating transition risks. Creating and maintaining an open and honest dialog with TCRTA will help identify issues before they become problems.

Transdev is confident that we can address any issues that could arise during the implementation of the TCRTA Transit System. Anticipating problems and risks identifies potential threats and allows us to create alternative approaches to keep the project timeline on track. The following table identifies some risks and the plans we will take to resolve them if they occur.

Challenge	Resolution
Vehicles Not Available for Training	If we are not able to work with the incumbent contractor to use client vehicles for training during the transition, we will lease appropriate vehicles to conduct training as required. If needed, we will partner with our existing locations in the region to ensure that training for Operators will continue when vehicles are not available.
Lack of Operators	Transdev will develop optimal Operator runs/schedules based on schedule parameters to determine the number of runs we need to fill and the number of new Operators we need to hire, well in advance of service start. Immediately upon notice to proceed, Transdev will start an aggressive recruiting campaign. We have the corporate resources to draw from other regions to assist in the training and development of new Operators or provide temporary qualified Operators in the case of a shortfall.
Improperly Trained Operators	We will train all new employees to Transdev and TCRTA's standards.
Issues with New Technology	Transdev's paratransit software experts, Vice President of Business Technology Christopher Bryan and Director of Information Technology Jonathon Lampert, will focus on implementing and troubleshooting technology for the TCRTA Transit System.

Key Takeaways from Previous Transitions

With every transition, we learn more about what to expect the next time. After each start-up, we conduct an extensive debrief with our participants to learn how we can do it better and more efficiently next time. It is in sessions like these that we adopted new processes like iCIMS talent management software and the organization of our weekly calls.

Some of the major takeaways from previous transitions which we will apply to TCRTA are the following:

Managing the Fear Factor

Transitions can be considered a risky period for both employees and clients alike. They can also be viewed as an opportunity for renewal and a course correction. We have learned:



- **Resources and experience matter**. We make a point to talk about the experience of the individuals that will participate in a transition for a very good reason. Having been through a start-up or transition, one learns what to expect, who can be relied upon to deliver, what resistance they will encounter, and most importantly, how to deal with issues to get the job done. Experience matters. Paper resources and good intentions do not make a start-up successful.
- **You can never communicate too much.** Regular communication with incumbent employees lets everyone know what is going on. Weekly meetings with clients ensure everyone is kept abreast of progress, and issues are raised and resolved quickly. Open lines of contact with the incumbent management and other providers makes sure service quality is maintained before and after the transition date.
- **Do not burn out the local team.** Service transitions require a very intense effort in a relatively short period of time. Burning out the local team before the day-to-day service effort begins is no way to start a contract. An investment up front in added technical resources provides a solid transition. Transdev proposes a staffing plan with budgeted resources to fund the additional transition management, recruiting, training, safety, and maintenance resources necessary to support the transition effort.
- **Transparency is critical.** Transitions require a collaborative partnership among the incoming contractors, TCRTA, the employees, and the outgoing contractor. Honest, straightforward, and transparent communication is key to resolving issues quickly and effectively. We make our partners aware of issues we are addressing to achieve a seamless transition.

Post-Transition Follow-Up and Support

Transdev views the start-up period as being much longer than the time it takes to launch a new service. In our experience, start-up and transitional issues occur for several weeks, so we define the start-up period as encompassing the first 120 days of operation.

Here is what TCRTA can expect from Transdev during this time:



- General Manager Les Belton and all regional support staff involved in the start-up will be on site during the first week of service delivery to provide immediate assistance to TCRTA staff as needed.
- During the first week of service (and more frequently if necessary), Les will have daily contact with TCRTA to assess service performance and resolve questions or issues.
- Regional Vice President Ibrahima Toure will be on-site as needed to assist in the transition.

By the end of the transition period, Transdev expects to achieve the following milestones:

- Service performing consistently at or above the performance standards identified in the RFP.
- All policies and procedures fully implemented and integrated into day-to-day business practices.
- All required data and reports provided per the requirements of the contract and clear procedures for gathering, reporting, and analyzing this data and reports fully integrated into day-to-day business practices.
- Transdev's day-to-day responsibilities fully implemented and occurring routinely.

Even after service starts, Transdev's corporate and regional support staff will be available to support the project and our local management team. Regional Vice President Ibrahima Toure will make himself and his staff of experts available any time a problem arises in which additional corporate support is needed.

Transition Successes

Transdev has successfully implemented hundreds of operations across the United States. Below, we provide several recent examples of operations that we started. These are similar to the transition of TCRTA because in these operations, we made many changes to service all at once, for example, new vehicles and new technology, as well as Transdev as the new service provider.

Stanislaus Regional Transit Authority (Stan RTA) – Modesto, CA

Transdev recently successfully consolidated four different services from two different systems into one operation during our implementation of Transit Services for StanRTA in Modesto. We began implementation of fixed route, on-demand, and paratransit services in September of 2021, and our first day of service was Jan. 1, 2022. We integrated services with four different unions and several Collective Bargaining Agreements (CBAs). Our 232 employees operate 49 fixed route vehicles and 17 paratransit vehicles. Our passenger and client are already happy with the improvements they have seen under Transdev's management.

Central Ohio Transit Authority (COTA) – Columbus, OH

Transdev recently implemented a paratransit operation for COTA in Columbus, OH. We provided a smooth, three-month transition with a service start date of Jan. 1, 2022. Our 125 employees, including our DBE subcontractors, provide paratransit service with 95 vehicles.

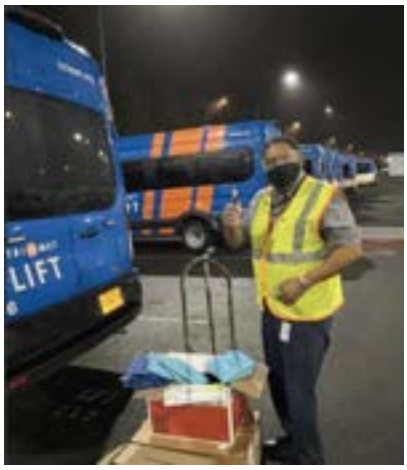
Transdev has already exceeded our client's expectations. When we began service, we inherited on-time performance of 85.9% for the fourth quarter of 2021. Our COTA team's on-time performance was 96% in January, $96.4% in February, and we hit 99% on four different weekdays during February. We have successfully increased efficiency and customer service through various innovations, including implementing our Vision suite and routing, scheduling, and dispatching software.

"Transdev provided outstanding support throughout the go-live transition here at COTA, and is already proving to be a valuable and responsive partner as we work together to improve the paratransit rider experience in 2022 and beyond. Thank you Transdev!" *- Amy Hockman, Director of Mobility Management, COTA*

TriMet – Portland, OR

On Oct. 1, 2021, Transdev began providing LIFT paratransit service for TriMet in Portland, taking over from a provider who had operated the service for over 20 years. We provided a smooth transition, successfully onboarded hundreds of incumbent employees, and implemented our proprietary Vision software during a transition timeframe of just over two months.

Transdev employs 240 team members represented through two labor agreements and operates TriMet's fleet of 230 paratransit vehicles as part of this contract. We provide approximately 250,000 service hours and travel more than four million miles annually. Transdev runs service out of two yards using a mixed fleet of paratransit buses and vans over a service area of 533 square miles. Our experienced local key personnel and regional support team have already implemented new programs to improve employee morale and the passenger experience. Further, we have improved safety by installing Lytx DriveCam on-board cameras and Mobileye collision avoidance systems on all fleet vehicles.



SolTrans – Vallejo, CA

In July of 2021, Transdev implemented operations and maintenance services for Solano County Transit (SolTrans) in Vallejo, CA. The service includes local and regional commuter express fixed route bus service and complementary ADA paratransit services. Transdev operates and maintains SolTrans' fleet of 73 buses, including cutaways, low-floor buses, and over-the-road coaches. Our plan includes improving the employee culture, providing a strong management team, increasing wages, and providing numerous technologies, programs, and initiatives to improve every aspect of operating performance.

GrapeLine and VineLine – Lodi, CA

Also in July of 2021, Transdev successfully implemented fixed route and paratransit operations for the City of Lodi's GrapeLine and VineLine services. Transdev provides reservations, scheduling, dispatching, road supervision, fleet cleaning, Trapeze software, and operations management for this 25-vehicle operation. We also use our in-house technology, including Command Console software and Power BI, as well as Lytx DriveCam and Mobileye collision avoidance systems in the City's fleet of 25 vehicles.

> ***"In the request for proposal, we set the bar high with our expectations for high quality service. Transdev's proposal, presentation, and staffing plan demonstrated innovative approaches that we believe will exceed our expectations for providing high quality transit service to Lodi residents."*** - *Georgia Graham, Transportation Manager for the City of Lodi Public Works Department.*

Transdev has provided an exceptional team of key personnel, extensive corporate support, a positive employee culture, competitive wages, and our suite of proprietary technology and programs.

Livermore Amador Valley Transit Authority (LAVTA) – Livermore, CA

In 2021, Transdev implemented a pilot program to provide dial-a-ride paratransit services for LAVTA. We manage the full paratransit service, including operations and maintenance, through our Central Contra Costa County Transit Authority County Connection location in Concord, CA. We use a subcontracted transportation provider to operate the LAVTA trips.

We have improved efficiency and service across the region by consolidating operations and sharing resources between paratransit operations for County Connection in Concord and LAVTA. We also provide Dispatchers on-site at the LAVTA facility to ensure smooth operations.

> ***"Extraordinary job pulling this off in such a short time frame. Your hard work and dedication over the last several weeks is greatly appreciated. I look forward to working with all of you in the coming months."*** - *Toan Tran, Director of Operations and Innovation, LAVTA, Livermore, CA*

Transdev supplements Trapeze PASS with our Command Console proprietary routing, scheduling, and dispatching software to monitor service and maximize efficiency. We will roll out the My Transit Manager passenger-facing app and the My Agency Portal app for frequent trip generators in the coming months.

g. Safety Program & Coronavirus Management Plan

At Transdev, safety is at the heart of everything we do. Our safety program has the following four pillars.



Training

Robust, high-quality, and comprehensive training helps empower our employees to do their best to deliver strong safety performance.



Reinforcement

Consistent and frequent communication and sharing of best practices are important elements of our safety culture. They are a key part of our daily operational practices and mindset.



Recognition

Regularly recognizing and celebrating our safety accomplishments is part of our values and culture.



Improvement

We are committed to continuous improvement and enhancing employee engagement in safety.

Our Safety Policies and Procedures Manual, which is the foundation of our safety program, is provided in the *Appendix*. We invest significant resources in our safety program, including employee development, incentive programs, and annual safety audits.

Transdev is committed to these three right steps to provide safe operations:

Right Focus: Safety requires daily attention and systematic processes, and we maintain a strong safety presence throughout our facilities.

Right Response: When incidents or accidents happen, we have detailed protocols for responding, investigating, reporting, and analyzing the incident.

Right Preparedness: We have plans to deal with any emergency and a training program that ensures all employees are prepared for emergencies.

Right Focus: Maintaining a Safety Presence

Fostering a safe environment requires vigilance and attention – 365 days a year, 24 hours a day. From the beginning, we have made safety a priority and adopted the mindset that it is a continual process of training, reminding, and following, many times a day in multiple ways. Our commitment to building a strong safety presence in every facility and among every group of Transdev employees sets us apart in the industry.

We emphasize safety to our employees in the following three ways:

1. **Facility- and policy-focused safety:** Safety begins on the first day of the job and is a constant thread running through training, communication, and employment policies.

2. **Safety incentive programs:** We have developed several programs that reward employees for safe behavior.

3. **Using DriveCam and Mobileye technology:** DriveCam and Mobileye 8 Connect on-board systems are now standard in Transdev's safety program and have helped us reduce accidents rates throughout our operations. Mobileye provides nighttime pedestrian detection that is more accurate than the human eye and has already saved lives in our operations. We are the only private transportation company using Mobileye 8, the newest version, across our operations.



Facility and Policy Focused Safety

Safety Reminders

We keep visible safety reminders throughout all Transdev facilities, using every opportunity to push safety to top-of-mind for all employees. Some of our initiatives include:

Messaging

We spread the message of safety verbally and in writing, across various mediums:

- Road Supervisors make safety messages and announcements several times each day.
- We print safety messages on floor mats, posters, flyers, and notices
- We post news articles on bulletin boards
- We maintain a safety communication board
- We have a cloud-based digital messaging system at each location that can be updated hourly. This large LED display shows corporate safety messages and information on specific, location-based campaigns to improve safety.

Visuals

- Our visual reminders of safety are easy to spot and include photographs, accident trend maps, safety slogans, and Perfect Safety Day counters.

Physical Reminders and Policies

We keep our spaces safe by:

- Incorporating highly visible stripes and safety chains for potentially unsafe areas
- Requiring PPE in designated safety areas or whenever performing safety sensitive work
- Using safety cones to mark off danger areas and/or using a spotter whenever backing or maneuvering in tight locations
- Prohibiting the use of personal electronic devices. We require employees to store their personal phones in the off position in their locker or grip. Transdev has a zero-tolerance policy for employees using cell phones while driving.

Mandatory Safety Meetings

To keep safety at the forefront of employees' mind during their workday, we hold regular safety meetings to discuss safety concerns and address specific issues. Our safety meetings are:

- Mandatory for all employees, including Managers
- Short, focused, and agenda-driven
- Focused on sharpening two-way communication with employees
- Helpful for explaining new safety initiatives and fostering safety discussions
- Ideal for handing out safety awards that recognize employees who are exemplary in their safety practices

Every Transdev Operator for TCRTA will meet all applicable state and federal laws for commercial vehicles carrying passengers in the State of California.

Mirror Check Stations

There are as many as 12 blind spots on a bus, and the best way to eliminate them is to correctly adjust the vehicle's mirrors. We have mirror check stations in every Transdev facility, making it easy for Operators to check their mirrors every day. They use set reference points to line up their mirrors correctly just before they pull out.

Hot Spot Maps

Operators must know the danger spots, so they are prepared to slow down and react to them safely. We use Lytx DriveCam data to produce digital hot spot maps that identify road hazards, construction, low canopies, and intersections that are the most dangerous. We post photos of these areas to help Operators prepare for them and reduce accidents. Transdev also uses Lytx data to show problem driving trends and teach Operators to change their actions, such as following too closely or hitting construction barrels.

Safety Incentive Programs

Transdev takes a creative approach to improving safety and looks for inventive methods to keep employees engaged and focused on safety. We have created a handful of safety incentive programs aimed at increasing awareness and decreasing unsafe behavior.

The Perfect Safety Day Initiative

Transdev's Perfect Safety Day Initiative focuses on building upon daily achievements and increasing ownership of the safety program. The definition of a Perfect Safety Day and our daily goal is:

- Zero preventable motor vehicle accidents
- Zero passenger/pedestrian injuries requiring transport to a hospital
- Zero OSHA-recordable employee injuries

Transdev operates in over communities and provides about 14 million miles of service a month. Because of the scope of our operations, having a perfect safety day across all of our operations is an amazing achievement. Transdev achieved five Perfect Safety Days across all our United States operations in 2020. This means zero preventable vehicle accidents, zero passenger/pedestrian injuries, and zero OSHA-recordable employee injuries. This is a testament to our safety culture.



Focusing on successes, our local Safety and Training Manager will encourage, equip, and empower each employee to be an active part of achieving the Perfect Safety Day. We track Perfect Safety Days on a scorecard at each location operation to build on successes. This program instills a new way of thinking. Every day is a fresh start, and every action and communication is an opportunity to improve over the previous day. When we achieve these goals, we celebrate our successes.

Quarterly National Safety Awards

Transdev recognizes Operators and other employees who have gone above and beyond with quarterly awards that honor heroism, innovation, commitment, and performance. For example, we recently recognized Enrique Loza-Borja, an Operator at our San Diego fixed route operation in California with the National Safety Hero Award. Enrique saw a vehicle with highlights headed straight for him while driving a 60-foot bus 65 miles an hour. He quickly transitioned to the next lane, avoided a head-on collision, and saved many lives. Another example is Kenny Schwartzbach, the Maintenance Manager at our Napa, CA, location. Kenny has been a valuable employee for 16 years and has led his team to a safety record of 6,173 accident-free days and counting. He was honored with the National Safety Performance Award.

Years of Safe Driving Program

We created the Years of Safe Driving Program to honor Operators who drive a full year without an accident or injury. This is a truly remarkable accomplishment.

Safety Blitz Program – 24 Hours Devoted to Safety

Our regional and corporate safety managers developed the Safety Blitz program to address safety-related trends and challenges in underperforming locations. The Safety Blitz is a 24-hour, all-out safety onslaught. From the first trip out of the yard to the last, members of our local, regional, and corporate safety teams coach, encourage, and motivate Operators to focus on safety.

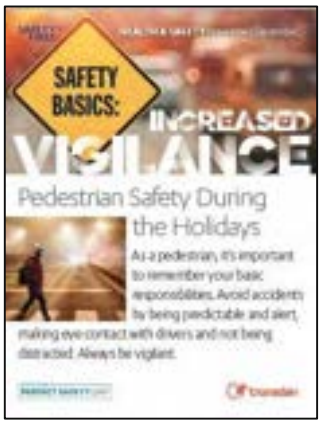


We theme our Safety Blitzes, such as “Wipe Out Side Swipes” (a beach theme) or “Safety-Palooza” (a music theme). This makes it fun for employees and reminds them of their role in keeping the roads safe. Locations serve food, play games, and offer prizes. Safety Blitzes are high energy. They get employees talking to one another, foster a sense of competitiveness, and most importantly, they work. We track performance pre- and post-Blitz, and safety improves following Blitzes.

Safety Basics

In addition to our monthly safety meetings and safety blitzes, we provide safely basics messaging and posters to all locations each month. Topics are specific and relevant to the current month. Examples include improving pedestrian safety during the holidays, keeping two hands on the wheel, and maintaining a safe following distance.





300:29:1

American engineer William Heinrich created the 300:29:1 theory to demonstrate the relationship between unsafe behavior patterns, like backing without looking, and accidents. Developed in 1931, this principle focuses on eliminating minor unsafe acts to prevent small accidents that could lead to major accidents. We educate employees to focus on every action they take because even trivial acts can accumulate and cause an accident. Transdev teaches our employees to identify the smallest unsafe acts, such as occasionally following too close, using signals a moment too late, and taking a turn too quickly. Our employees identify these acts and correct them to prevent accidents.



Maintenance Safety Case Study: Excellent Safety Record for New Jersey Transit



Transdev is proud of our maintenance safety record for Monmouth County Local Bus Service in New Jersey. We have had zero accidents or injuries among the maintenance staff in the past eight years. Transdev also had 348 Perfect Safety Days at the Monmouth operation in 2019. A Perfect Safety Day is one with zero preventable vehicle accidents, zero passenger/pedestrian injuries requiring transport to a hospital, and zero OSHA-recordable employee injuries. Transdev has operated this fixed route contract for 28 years.

Lytx DriveCam

Transdev installs Lytx DriveCam on-board surveillance and eco-driving systems in all dedicated fleet vehicles and non-revenue vehicles we manage. These interior and exterior view dashboard cameras record continual video and saves recordings to the cloud to eliminate the risk of loss of footage. They also include artificial intelligence that analyzes data. The system supports accident investigations, detects risks on the road in real-time, and improves fuel efficiency.

Lytx DriveCam data analysis scores events based on a risk index to identify and prioritize unsafe driving behaviors that are most likely to result in serious crashes. It also identifies Operators in need of coaching and retraining. System features include:

DriveCam Features	
4G video event recorders and high-resolution video	Identifies over 60 root-cause behaviors
100 hours of continuous recording	Triggers videos when Operators exceed posted speeds, perform rolling stops, and change lanes
Remote access to video	Automatically batches coaching clips for individual Operators
Ability for Managers to view live feeds during emergencies	Identifies top five Operators and behaviors and performance trends
Multiple browsing speeds for easier viewing	Ability to report on individual behaviors
Tracks Operator behavior and vehicle mile per gallon to improve fuel efficiency	Audible alerts for speeding, lane departures, and improver following distance
Provides clearer view from dashboard	

DriveCam Data



We use DriveCam video clips and data to show Operators exactly what they are doing right–and wrong–on the road. Using the data, we build comprehensive Operator profiles. We then meet with our Operators and show them exactly how they can improve their driving. By modifying any erratic driving behavior and bringing attention to even the smallest bad habits, we decrease the frequency and severity of collisions and related injuries. DriveCam recordings also provide unbiased evidence to determine fault and expose fraudulent insurance claims resulting in reduced claims and litigation costs.

Mobileye 8 Connect Collision Avoidance System

To further ensure safe Operator behavior, Transdev will supplement our use of DriveCam with Mobileye 8 Connect. Mobileye 8 Connect is the newest version of this technology and includes nighttime passenger detection that is more accurate than the human eye and has already saved lives at Transdev operations. We are the only private transportation company using Mobileye 8 across our operations.

Mobileye 8 Connect incorporates comprehensive real-time visual and audio warnings and alerts through a single, forward-facing vision sensor. The vision sensor constantly monitors the road ahead for pedestrians, cyclists, road dangers, and other vehicles. The device's algorithms continuously calculate "time to collision". When a collision or danger is imminent, visual and audio alerts warn our Operators.



Mobileye technology addresses Operator inattention, a primary cause of vehicle collisions. The system reduces collisions by issuing real-time alerts when danger is detected. Visual and audio alerts warn the Operator to react quickly in time to avoid potential collisions or to mitigate their severity. Mobileye uses dynamic detection angles to constantly monitor the vehicle's blind spots from the A-pillar and on the vehicle's right- and left-hand sides. The system differentiates between a yellow alert when an Operator needs to use caution, and a red alert, when there is a risk of an imminent collision requiring preventive action.

Mobileye 8 Connect provides five lifesaving auditory alerts when the following situations are detected:

- Forward collision warning up to 3 seconds before a collision (both day and night)



- Headway monitoring and warning when following distance becomes unsafe



Speed limit indication recognizes speed limit signs and notifies the Operator of the new speed limit and if they exceed it



Lane departure warning when a deviation from the lane is detected without using a signal



Pedestrian and cyclist collision warning up to 2.1 seconds before a collision (both day and night)



Transdev has increased safety at our operations with Mobileye. We have installed Mobileye in over 30% of our fleet companywide, with a goal to complete installations across all of our operations by the third quarter of 2022.

WebRisk Safety Technology and Trend Analysis

Transdev uses a nationwide shared database called WebRisk, which allows all our locations to record all accident and injury data following prescribed procedures. All safety-sensitive employees across the country are in this database, along with every type of permit that has an expiration date. For each employee, this database includes vital permits and licenses such as commercial Operator's license dates, DOT physical dates, dates for the Operator's annual road evaluation, annual motor vehicle records checks, and more.

Power BI

Transdev uses Microsoft's Power BI to analyze data captured through WebRisk. It creates actionable dashboards, so that each location can see its performance versus its peers. It was described in more detail earlier in this Tab in *Section d. Operations Plan, Technologies*.

Pull Notice Enrollment

Transdev uses SambaSafety to pull MVRs annually and monitor our Operators' driving records. We also use SambaSafety's continuous Operator monitoring software, Qorta, to provide automated alerts on violations, including speeding, suspensions, and DUIs. This ensures we will always provide safe, qualified Operators for Operators for the TCRTA Transit System.

Overall Company Safety Record

Transdev takes pride in the safety record we have achieved, and we embrace the challenge of continuous improvement. Transdev's accident preventable frequency rate (AFR) for the past five years is shown in the chart.

Transdev Five Year Safety Record	
Year	Preventable AFR
2017	1.13
2018	1.12
2019	1.31
2020	1.02
2021	0.97

Our goal is to integrate safety into every element of our operations, including system design, operations, and maintenance. Our experience and demonstrated skill in developing and executing comprehensive, detailed safety plans make us prepared to meet our safety goals.

Insurance Claims Valued Over $25,000

In 2021, Transdev paid the following claims valued at over $25,000.

Claim_Number	Date of Loss	Claim Status	Litigation	Net Indemnity Paid
C123400008-0001-02	01-01-2021	Open	Yes	35,698.30
21011482921-0003	01-13-2021	Open	No	67,500.00
21012251867-0004	01-21-2021	Closed	No	61,000.00
21020366741-0001	02-02-2021	Closed	No	27,507.85
C123401709-0002-01	03-02-2021	Closed	No	50,000.00
C123403613-0001-02	05-05-2021	Open	No	50,000.00
21050766203-0001	05-07-2021	Closed	No	80,000.00
C123403985-0004-01	05-14-2021	Closed	Yes	50,000.00
C123407596-0001-02	09-02-2021	Open	Yes	35,275.90
C123409945-0002-01	11-12-2021	Closed	No	50,000.00

Safety Program

Transdev's Safety Program was described earlier in this section. Please refer to the *Appendix* for a copy of our Safety Policies and Procedures Manual, which is the foundation of our safety program.

Emergency Response Plan for Hazardous Materials

Transdev described our Emergency Procedures earlier in this Tab in *Section d. Operations Plan*, as required. Please refer to the *Appendix* for a copy of Transdev's Transit System Security and Preparedness Plan.

Safety Approach

Transdev will follow all of TCRTA's requirements to maintain safe bus facilities and amenities, including bus stops, bus shelters, and transit centers.

We recognize that the appearance and functionality of TCRTA's bus shelters are just as important as that of the vehicles themselves. The shelters and facilities reflect both TCRTA and Transdev, and we will keep them clean and safe. Bus stop, shelter, and bench maintenance and cleaning will be performed by our Bus Stop Cleaning and Maintenance Utility Workers, who will ensure the stops are clean and well maintained. The bullets below outline our shelter maintenance program:

- **Cleaning:** Bus shelters, amenities, and facilities will be swept and cleared of loose debris and trash; trash cans emptied; sprayed for insects as needed; and damage reports submitted for any missing decals/information. High-capacity shelters will be cleaned at least three times a week, and the remaining shelters will be cleaned at least once a week. We will clean all stops with a pressure washer twice a year.
- **Repairs:** Graffiti will be removed and any major problems addressed immediately.

Meeting COVID-19 Requirements

Transdev closely follows all updated CDC guidelines regarding COVID-19, and we will do so for the TCRTA Transit System as well. Public facilities maintained by Transdev will be sterilized weekly, and in high touch areas will be spot cleaned and sterilized daily. We understand that TCRTA vehicles and facilities may be subject to additional cleanliness and sterilization mandated by county, regional, state, and federal agencies, and we will adhere to those guidelines.



Across our opertaions, Transdev has implemented strict, CDC-compliant protocols, which we continue to follow today. Over the past two years, we joined the national effort to deliver federal funding to the passenger transportation industry. We also requested that elected officials help our transit workers receive swift access to vaccinations since they provide an essential service. Transdev provides buttons for our employees to share that they have received the COVID-19 vaccine. In some operations, we have provided incentives for staff members to receive vaccinations and require weekly COVID-19 tests from unvaccinated employees. We recently developed a short, PSA-like video for social media promoting masks on public transportation and reinforcing the current federal mandate. This type of reminder is just another way to help keep our teams, passengers, and communities healthy and safe.

COVID-19 Response Case Studies

Transdev's COVID-19 Response and Protocols at Napa Valley Transportation Authority (NVTA) - Napa, CA

Transdev has dramatically increased our emergency response efforts in the past year at NVTA's Vine Transit as we faced first the COVID-19 pandemic and then the devastating wildfires. To maintain clean vehicles at our Napa operations, we sanitize vehicles daily, sanitize public facilities weekly, and spot clean high-touch areas daily. Our employees abide by public health guidelines including regulations set forth by county, regional, state, and federal agencies. Our staff wear masks, wash hands frequently, maintain cleanliness, physical distance, and request that passengers wear masks and physical distance.

> ***"We have had many emergency events within our community, most notably the wildfires and the COVID-19 pandemic. Our team came together to evacuate individuals, including some of our most vulnerable population. Our employees put their lives on hold to help others on their time of need."*** - *General Manager Cheryl Drake*

In the Napa region, we have joined our client partners in the mission of the Metropolitan Transportation Commission's (MTC) *Blue Ribbon Transit Recovery Task Force.* We are actively working to respond to new pandemic conditions to rebuild trust in transit systems and encourage ridership to return through the Healthy Transit Plan initiative.As part of this initiative at Vine Transit, we use Lytx DriveCam camera footage to assess mask compliance and social distancing on sample trips, as outlined in NVTA's Healthy Transit Plan. We pull samples at random dates and times for on-demand services, including VineGo paratransit. Transdev samples community shuttle services on a rotating basis since they have lower ridership than the fixed routes. We spot checks employees at our facilities and the Transit Center to ensure mask compliance and social distancing.

Transdev's COVID-19 Response and Protocols at Central Contra Costa Transit Agency (CCCTA) - Concord, CA

During the early days of the pandemic at our CCCTA County Connection operation in Concord, we updated our existing Trapeze software to accommodate new trip types for the employee shuttles to deliver food and supplies. This allowed us to track these trips and provide reliable data to adjust to the unique demands these requests present. We also partnered with Meals on Wheels to provide meals across the County. Operator Gonzalo Garcia spoke for all of Transdev when he said, "I feel good that I am able to help these elderly people. We can't forget about them." Transdev has received a great deal of positive feedback from our partners, local organizations and senior centers, and charitable organizations, including Meals on Wheels.



Transdev's COVID-19 Response and Protocols at San Francisco Municipal Transportation Agency (SFMTA) - San Francisco, CA

Transdev provides paratransit and paratransit brokerage services SFMTA, contracting with 17 transportation providers. In San Francisco, our team quickly made service changes in 2020 in response to COVID-19 to serve the community and reduce Operator and passenger risk of COVID-19 exposure, including the following:

- Encouraged customers to take only essential paratransit trips, decreasing trips by over 50%
- Operated only larger vans and limited capacity to two passenger trips at a time in each van and added safety precautions, including providing PPE and working with the client to require Operators to install plastic shields as barriers between Operators and passengers on smaller vans and taxis
- Implemented a new Emergency Medical Transportation Service to transport individuals vulnerable to COVID-19 to testing sites and other similar locations
- Implemented a community shuttle to transport passengers from a temporary housing site to nearby points of interest
- Started service for the Golden Gate Park Shuttle, which provided accessible services from McLaren Lodge to Transverse Drive, to maintain accessibility for the public
- Coordinated with the City's Department of Aging and Disability Services to start a program to transport prepared meals from community-based organizations to congregate housing site

Transdev's COVID-19 Response and Protocols at Yolo County Transportation District (Yolobus) - Yolo, CA

In mid March 2020, Transdev employees at Yolobus were required to begin wearing masks, including behind the wheel, in breakrooms, and the yard. We started requiring passengers to wear masks (and providing them when needed) and permitted boarding through the rear doors in late April. Transdev also installed shields on all buses as an added safety measure for Operators. In addition, we installed hand sanitizer machines on the buses.



As part of our COVID-19 response in Yolo, we reduced service and delivered meals for the local food bank and local businesses. Dispatchers continue to distribute masks, hand sanitizer, and safety glasses every day for Yolobus employees. All vehicles are sanitized daily and between shifts when the schedule allows.

h. Training Program

Right Curriculum: Operator Training

We focus on quality, thorough training that helps us provide:

Higher passenger satisfaction

Happier, more engaged employees and improved employee retention

Safer driving and better system performance

Our proprietary training programs go beyond the minimum number of hours required, including our Professional Operator Development Program (PODP). Our training and development program seeks to:

Instill a culture of safety

Encourage employee development and professionalism

Help employees excel in customer care and operational performance

Ensure regulatory compliance

Training Overview

The following chart provides a snapshot of the training we provide. Transdev will establish a Train the Trainer program for SM Transit to ensure consistency in training and procedures across the entire TCRTA service area.

TRANSDEV TRAINING PROGRAMS	
Training Program and Description	**Details**
Professional Operator Development Program (PODP) – teaches Operators the essential skills they need to do their job at the highest level of safety and competence	• Classroom, behind-the-wheel and cadet training • Defensive Driving course • Emergency Procedures • Customer Care and Sensitivity
Customer Service Training – teaches frontline employees about perceived quality from the customer's point of view	Transdev created this exclusive program to address the global need for to understand and respond to passenger needs.
OSHA Training – provides standardized OSHA training to Operations and Maintenance Employees	• Classroom training • 22 subjects, Process Guide, Checklists, Action Planning Sheets • Training compliance audit by National Safety Director
Training for Behind the Wheel Trainers – teaches Safety and Training Managers, BTW Trainers, and Road Supervisors how to stage BTW training and properly teach safe driving behaviors on a skills course	• Classroom training • Driving Demonstrations • Skills Training • Testing • Customized to Transdev

TRANSDEV TRAINING PROGRAMS	
Training Program and Description	**Details**
Training for Cadetting Trainers – trains veteran Operators to mentor trainees while cadetting in revenue service (one-on-one)	• 20 hours, including classroom and BTW precision driving training course • Mentor must demonstrate proficiency with fare collection, communication equipment, map reading, local policies • End of course practical exam – BTW and classroom – 1 hour
Accident Responder Training – teaches Road Supervisors and Safety and Training Managers to appropriately respond to an accident, including accurate accident documentation	• Classroom and field training • Certification is obtained and tracked for renewal • Customized to Transdev

Operator Training

We provide many types of training to Operators, including:

New hire training – This training includes first aid, classroom, closed-course driving, and road training. New fixed route trainees without prior experience spend 95 hours and new paratransit trainees spend 92 hours in training (at a minimum). This includes 40 hours of classroom training and a minimum of 20 hours of individual behind-the-wheel training.

Monthly refresher training: Each year, every Operator receives 12 hours of refresher training during mandatory monthly safety meetings. Topics include updated information on TCRTA policies and procedures, safety awareness, customer service, and passenger awareness and sensitivity.

Remedial Training – Triggers for remedial training include, but are not limited to, accidents, excessive customer complaints, or being off work for extended periods of time.

Evaluations – Transdev evaluates every Operator and staff member who operates a revenue vehicle annually, including in-service assessments. We conduct a ride-along and a trail check following behind the vehicle. During the ride-along, we monitor driving ability, passenger interactions, and mobility device securement. Our evaluations include a list of over 50 items to measure.

Credential Reviews – We conduct license, background, and medical certification checks following the regulations of appropriate governing bodies and the requirements of the RFP.

Professional Operator Development Program (PODP™)

PODP is a powerful curriculum and behavioral approach that teaches Operators the essential skills they need to do their job at the highest level of safety and competence. This program is unique to Transdev, and it stands out in the industry for its comprehensive approach.

We developed PODP in partnership with Avatar Systems, an industry leader in training development. The program integrates classroom courses, closed courses, and behind-the-wheel (BTW) training. There are 33 performance standards and skills that Operators must meet. Our emphasis is on modeling sound behaviors, and there is extensive practice and coaching from skilled, dedicated Trainers at each location. This curriculum also includes our unique customer service training –the industry's most innovative program for positively impacting customer attitudes.



Instructors facilitate the PODP classroom training, using an instructor's manual, videos, and an Operator workbook that covers every aspect of safe driving. We integrated the classroom portions with the closed-course and behind-the-wheel (BTW) training modules. Trainers cover classroom materials in the morning, and Operators put their new knowledge to work in the afternoon. The program is robust and provides new Operators the skills they need to drive safely, follow procedures, and provide good customer service.

Every operating environment is unique, and we designed PODP so that we could adapt it to include the training requirements of our clients. Some of the key training topics include:

- Intersections
- Following distance
- Defensive driving
- Emergency procedures
- Vehicle dynamics
- Pre- and post-trip inspections
- Fatigue management
- Changing lanes and merging
- Railroad crossings
- Basics of backing up
- Bus stop procedures
- Customer care and sensitivity
- Wheelchair lift operation
- Passenger sensitivity training
- Security procedures
- Pedestrian and bicyclist safety
- Unlawful harassment
- Bloodborne pathogens

Detailed Operator Classroom Training

Our technical training classes include:

- **Introduction to the vehicle:** Trainees learn about the equipment they will be driving and receive an overview of the major systems, including steering, electrical, air, brakes, power train, lift or ramp, mobility device securement equipment, and communication equipment.
- **Vehicle dynamics:** Trainees learn how forces like kinetic energy, inertia, centrifugal force, gravity, and friction act on a vehicle in motion and how to control the vehicle in response, including braking distance and how driving impacts passenger comfort and fuel economy.
- **Communication systems:** Trainees learn how to use the on-board communication systems effectively.

Our safe driving classes include:

- **Defensive driving:** Trainees learn Transdev's proprietary defensive driving course. The program focuses on four steps: 1) Look ahead; 2) Look around; 3) Leave room; 4) Communicate. This module has both a classroom and BTW component. Operators learn these four steps on the first day of training, and we reinforce these principles throughout their career with Transdev. Our defensive driving training is comparable to the National Safety Council's program.
- **Fatigue management:** Trainees learn the signs of road fatigue, how to minimize it, and what to do if they feel fatigued.
- **Following distance:** Trainees learn the safe following distance to maintain between themselves and the vehicles in front of them in both standard and hazardous driving conditions, such as rain, sleet, ice, and snow. We also discuss the effects of restricted vision and how to adjust the following distance to accommodate for restricted vision.



- **Changing lanes:** Whether merging or passing, changing lanes creates hazardous situations that can cause accidents. Trainees learn the techniques to safely merge and pass.
- **Reference points:** Understanding reference points is key to driving large vehicles. Trainees get tips on how to gauge their vehicle relative to intersections, curbs, and other objects that are difficult to see due to the size and length of the vehicle. We discuss the importance of proper mirror adjustment and how to use mirror check stations.
- **Intersections:** Trainees learn how to safely approach and navigate through intersections, the common hazards present, and how to prevent intersection collisions.
- **Railroad crossings:** Every year in the United States, there are approximately 5,000 collisions between motorists and trains. We teach trainees a procedure for

safely crossing railroad crossings and state-specific laws about railroad crossings.

Substance abuse: Trainees learn about our drug and alcohol testing program, including the types of prohibited substances, the circumstances under which employees are subject to testing, and what happens if an employee tests positive or refuses to submit to a drug or alcohol test.

Emergency procedures: Trainees learn the steps to take during an emergency. They learn to park and secure safely, evacuate the vehicle, cooperate with Supervisors and law enforcement, respond to media inquiries, collect information from passengers, and document the emergency. We also discuss how Operators can ensure their personal safety.

Passenger Sensitivity Training and ADA Compliance

Transdev meets all Americans with Disability Act (ADA) requirements. We train our Operators on the policies and procedures related to interacting with individuals with disabilities and working around service animals.

We designed our Passenger Sensitivity Training to help Operators understand situations from the passenger's point of view, determine how best to provide customer service to the passenger, and recognize how their behavior impacts customers. Tenets we teach include:

"My favorite passenger is 100 years old. When I met her, she was 94 years old. She is sound of mind and happy. She sings a song and welcomes each person on the bus. I attended her birthday party and will never miss another one of her birthday parties. She is one senior who makes coming to work a joy." *- Johnny Popwell, Bus Monitor, Senior Transportation Services, Fulton County, GA*

Customers want to feel safe, valued, respected, and heard.

Operators and staff need to make the travel experience safe, respectful of customers' time, and pleasant and comfortable.

Operators must understand that they play an integral role in customer satisfaction and how passengers perceive their trips.

Operators learn that passengers have different needs and concerns.

Detailed Road Training

The classroom work gives trainees the knowledge to become good Operators. To put this knowledge into practice, we provide hands-on training, which includes both closed course and BTW training.

Closed Course Training

We intersperse pre-driving and closed course training with classroom training so that trainees can put into practice what they learn on paper and hone their skills on each type of vehicle in the fleet.

During closed course training, we teach these specific elements:

- Judgment stop
- Right and left side backing
- Diminishing alley
- Offset alley
- Right turns
- Parallel parking
- Customer stop
- Backing
- Railroad crossing
- Left turn one way to one way

BTW Training

After trainees complete skill area maneuvers, we take them onto the streets to practice more difficult maneuvers. The instructor leads these sessions and quizzes trainees on operational policies and procedures and material covered in the classroom. BTW instruction also includes training on roadways throughout the service area.

We include additional BTW instruction for night operations, covering typical detours we use during major events, etc. In this training, we stress how to handle unexpected events, including accidents and sudden road closures or re-routings, etc.

Cadetting In-Service Training

During the latter portion of training, trainees drive actual service routes under the immediate supervision of a Trainer. In-service training gives new Operators the chance to experience customers, maintain a schedule or follow a manifest, and collect fares with an experienced Operator on board to assist and evaluate. During this time, we test trainees on their knowledge of operational policies and procedures. To graduate from the program and be retained as a probationary employee, trainees must:



- Demonstrate mastery of all operational policies, procedures, safe and defensive driving, and technical driving skills
- Demonstrate a positive attitude regarding courtesy, customer relations, and sensitivity awareness
- Display professionalism through punctuality, class participation, and homework completion.

Right Monitoring: Ongoing Training and Evaluation

Operator training does not stop after graduation. We support Operators as they continue to gain experience. Through regular monitoring, evaluations, and refresher training, we create a culture of support and accountability that helps all employees be successful and keeps passengers safe.

To ensure new employees comply with the procedures and policies they learned in the training program, Road Supervisors and training staff make periodic road observations of each new Operator.

We use these observations to:

- Monitor Operator performance and vehicle condition
- Verify that Operators are operating their vehicles safely and properly
- Determine if Operators need additional training

We record all observations on a Road Ride Report. A Supervisor discusses all observations with the Operator shortly after the observation. We handle serious driving errors or customer relations issues immediately.

Training Documentation

Our Safety and Training staff properly document each employee's training and note when the employee completes each module. Transdev uses the training log to record trainee attendance, hours of instruction, and coursework completion. We present a training certificate to each successful trainee and place a copy of the certificate into the employee's record.

Trainees must demonstrate proficiency with each module. They receive a set of review questions summarizing the coursework and take a test that covers their knowledge of system rules and procedures. They are tested on:

The Trainer rides with the trainee and evaluates their performance in every aspect of operations. The trainee follows an Operator's route to demonstrate their ability to drive safely and follow instruction. We keep a record of the trainee's final evaluation in the employee's file.





We retain all training records and other pertinent information that is received while an individual is a Transdev employee, including files on accident or workplace injuries. Any additional/supplemental training an employee receives is added to their training file, including safety meetings, annual refresher training (wheelchair boarding, alighting and securement), and additional certifications, such as LLLC/BTW, classroom, revenue instructor/CDL tester certifications. The training file is maintained throughout an individual's employment with Transdev.

First Year Training and Annual Road Monitoring

Our training program includes onboard evaluations, trail checks, and annual checks as follows.

Onboard Evaluations and Trail Checks

We do an on-board evaluation during an Operator's first 30 days of employment. A Road Supervisor performs the safety monitoring by riding along with the Operator and monitoring their safety habits. During the ride-along, we monitor driving ability, passenger interactions, and mobility device securement. Our evaluations include a list of over 50 items to measure. Then, after a new Operator completes 30 days of revenue service, Supervisory staff conduct a trail-check observation. The Road Supervisor follows behind the vehicle, preferably unobserved, to ensure the Operator is following all safety and operational rules and regulations, as specified by Transdev, as well as local and state law.

Annual Checks

We perform annual on-board checks for all Operators. We focus on customer relations, safety, and driving performance. We also conduct on-board or trail check observations following a complaint by a motorist or customer. Based on these observations, we coach or retrain an Operator. Each employee must meet annually with a Manager to review their performance and discuss potential improvements. This below chart shows our approach to first-year and annual monitoring:

Training Program	Description
BTW Drive Check (Annually)	A Road Supervisor will meet the Operator on their route annually to: • Ride with the Operator for several trips • Observe Operator while driving • Offer tips and instruction to assist the Operator's performance • Offer tips and instruction to mitigate current high-frequency accidents. • Evaluations include a list of over 50 items to measure • Evaluate mobility device securement
Trail Check (Annually)	• Operator will be observed, unannounced, by Road Supervisor while driving. • Road Supervisor will debrief with the Operator and retrain as needed.

Refresher Courses and Retraining

Refresher courses help Operators recognize any bad habits they have developed and maintain their skills. We also provide retraining when an employee needs support around a specific skill deficiency.

Recent refresher course topics included:

- Substance abuse awareness
- Bloodborne pathogens and safety
- Vehicle dynamics
- Defensive driving
- Intersections reference points
- Backing basics

School Pupil Activity Bus (SPAB)

Operators of the Loop Bus Service will receive the standard Transdev Operator Training and must also possess a SPAB (School Pupil Activity Bus) certificate and meet all applicable requirements as established by the California Highway Patrol.

Verified Transit Training

Each Transdev Operator for TCRTA will hold, and always maintain, the proper valid licenses and certifications required by the DMV, CHP, and state and federal regulating agencies to operate a transit vehicle in revenue and non-revenue service. Licenses and certifications include a valid Class B, endorsed for air brakes and passengers, driver's license issued by State of California, a DMV Medical Examiner's Certificate, and Verified Transit Training (VTT). Transdev will screen the California DMV record of each prospective Operator, as previously described.

"In a world where it often seems people only care about themselves, I was reminded today that there are actually people who are invested in others. I am from out of town, and was on Route 4 trying to reach the Transit Center to catch the last Route 21 to Fairfield-Suisun. When the driver (Kelcy Brown) learned this, she did absolutely everything in her power to contact the driver of Route 21 to make sure I would make my connection... I made my connection. She was my hero." *- Vine Transit Passenger*

Calendar of Classes

Transdev's sample Professional Operator Development Course Transit Syllabus is provided in the *Appendix*. It will be adjusted upon contract award to provide 60 hours of classroom and at least 20 hours of behind-the-wheel training for each Operator.

Sample Classroom Training Program

New Operator Training Overview

The following chart provides a snapshot of the training we provide. Our Operator Safe Driving Reference Guide, which we provide to Operators during training, is provided in the *Appendix*. Our new Operator training will include 60 hours of classroom and at least 20 hours of behind-the-wheel training for each Operator.

Training Program	Description	Participants	Details
PODP	PODP teaches Operators the essential skills they need to do their job at the highest level of safety and competence.	Operators	• Classroom, behind-the-wheel (BTW), and cadet training • Defensive Driving course • Emergency Procedures • Customer Care and Sensitivity

Training Program	Description	Participants	Details
Customer Service Training	Our customer service training is about perceived quality from the passenger's point of view.	Frontline Employees	We created this program to address the global need for understanding and responding to passenger needs.
OSHA Training	Provides standardized OSHA training to Operators and Maintenance Employees	Operations and Utility Workers	• Classroom training • 22 subjects; Process Guide; Checklists; Action Planning Sheets • Training compliance audit by Regional Safety Director and external auditors
Training for Behind-the-Wheel Trainers	Enhances the skills of our BTW Trainers, including teaching them how to stage BTW training and properly teach safe driving behaviors on a skills course	Safety and Training Manager, BTW Trainers, Road Supervisors	• Classroom • Driving Demonstrations • Skills Training • Testing • Customized to Transdev
Training for Cadetting Trainers	Train veteran Operators to mentor trainees while cadetting in revenue service (one-on-one)	Selected Veteran Operators	• Approximately 20 hours; including classroom and BTW training • Precision driving training course • Cadetting Mentor must demonstrate proficiency with fare collection, communication equipment, map reading, and local policies • End of course practical exam – BTW and classroom – 1 hour

Training Program	Description	Participants	Details
Accident Responder Training	Designed to enhance accident responders' ability to handle an accident scene, including improving accident documentation and ensuring accident details are captured accurately	Road Supervisors and Safety and Training Manager	• Classroom and field training • Certification is obtained and tracked for renewal • Customized to Transdev

Refresher Training

Transdev provides 12 hours of refresher training each year for all Operators. Refresher courses help keep our Operators sharp and recognize any bad habits they have developed. The Transdev standard is a rigorous one, and revisiting skills is one way to improve overall quality. We also offer retraining when an employee needs support around a specific skill deficiency.

Refresher course topics include:

Substance abuse awareness

Bloodborne pathogens basics of safety

Vehicle dynamics

Defensive driving

Intersections reference points

Backing basics

Number of Operator Instructors

Transdev will employ one Safety and Training Manager and one Trainer to complete ongoing training. For the start-up period we will have four trainers on-site. The Trainer and Behind the Wheel trainers will be local and familiar with the service area. We will also train SM Transit's Trainer to provide the Transdev Operator Training Program.

SM Transit Driver Training

As previously noted, Transdev will provide SM Transit with our Professional Operator Development Program (PODP) for training their drivers. In addition to PODP, SM Transit will utilize their current proven driver training programs, including

"Have a Nice Day: Skills and Techniques for Maintaining a Safe Environment for Your Bus" – this program was developed to teach drivers how to respond to violent incidents on transit buses, providing them with the skills necessary to protect themselves and their passengers.

- Transit Safety Institute's Customer Service program – This course includes hands-on participation, role play, and discussion to teach employees how to effectively interact with difficult passengers, children, the elderly, and customers with disabilities.
- California Transit Indemnity Pool (CalTIP) Annual Training – courses provide instruction and best practice for topics such as wheelchair securement, left hand turning, problem passengers and ADA compliance.

Training for Dispatchers, Road Supervisors, and Support Staff

Dispatcher and Road Supervisor Training



Service quality, efficiency, and safety depend on effective scheduling, dispatching, and field supervision. Transdev places a high degree of importance on recruiting and hiring applicants best suited for these positions. After careful screening, the individuals chosen for these positions receive specialized training for their duties and responsibilities. Dispatchers and Road Supervisors must complete all modules of Operator training, plus an additional 40 hours of on-the-job training before assuming their responsibilities. Road Supervisors and Dispatchers receive customer service and service area familiarization training.

Our Dispatcher training is presented in a classroom setting, online, and at the stations shadowing Dispatchers. After the initial training, new Dispatchers observe live calls to see in practice what they have learned in the classroom. Our interactive training encourages trainees to discuss what they have heard, whether they believe it was performed well, and what might have made it better or more efficient. This engagement develops a deep understanding of their position and our methods and is reflected in future performance. Once the employee has successfully completed the orientation and training program, the employee will be assigned to work alongside an experienced Dispatcher. These mentors are selected based on exceptional performance and service knowledge. The designated Dispatcher follows a training checklist to delivery consistent training.

Classroom Training for Road Supervisors and Dispatchers

The following table shows the programs available to Road Supervisors and Dispatchers:

Development Program	Training Topics and Skills Acquired
Transdev Ethics: Making the Right Choices	1. Definition of ethics 2. Benefits of an ethical culture 3. Laws that enforce ethical conduct on organizations 4. Transdev resources 5. An ethical decision-making process

Development Program	Training Topics and Skills Acquired
Harassment Prevention Training	1. Definition of unlawful and prohibited harassment 2. Transdev's Unlawful Harassment Policy 3. Manager/Supervisor's role in responding to and preventing unlawful harassment and inappropriate behavior 4. Behaviors that violate Transdev's policy 5. Workplace bullying
Employee Accountability	1. Defining accountability and understanding its importance 2. The Manager's role in holding employees accountable 3. The importance of clear communication and ongoing feedback 4. The Simple Model of Accountability
ManageMap Workshops	Provides employees resources for developing skills to identify and address common workplace issues.
Communication Skills Verbal and Nonverbal	1. Positive vs. negative words 2. Successful vs. unsuccessful communication 3. Elements of nonverbal communication Participants will be able to: • Effectively deliver verbal messages to peers, employees, leaders, customers, etc. • Understand that word choices matter • Be aware of nonverbal behaviors that impact communication
Documentation	1. Purpose and examples of documentation 2. The Transdev Observation Form 3. How to prepare and preserve documentation 4. How to properly fill out observation forms, drug and alcohol policy forms, and accident responder forms
Managing Conflict	1. Definition of conflict and causes/reasons conflict occurs 2. Steps for managing conflict Participants will be able to: • Assess what they believe about conflict and how they deal with it in the workplace • Identify types of conflict that they have seen or experienced • Work through conflict with more confidence and capability
Progressive Discipline	1. Purpose and steps of progressive discipline 2. Documentation categories Participants will be able to: • Follow the proper steps of progressive discipline • Apply the seven tests of just cause • Document the situation correctly

Customer Service Representative Training

The first point of contact for many passengers will be when they book a reservation. We provide a high level of training to teach Customer Service Representatives (CSR) to care for passengers and instill confidence in the accuracy of the information provided. Transdev CSR training incorporates policies, procedures, and soft skills training into a comprehensive program and establishes expectations.



Training is delivered in a classroom setting, online, and at the stations shadowing CSRs. Training begins with basic employment policies, including HIPAA Compliance, rules, and expectations, then introduces specific call handling procedures, including the importance of adhering to the established call flow from the initial greeting to the conclusion. Each step is developed to facilitate a consistent, proper, and logical progression. Transdev will tailor training and script information to meet TCRTA's requirements. After initial training, new CSRs will take time each day to observe live calls and practice the skills they learned in the classroom. This engagement develops a deeper understanding of their position and improves their future performance.

Our recently developed CSR training series, Good Thinking, was created to inform and instruct customer-facing employees on cultural diversity, mental illness, and respect. Transdev will continue to develop new content to keep pace with relevant topics that impact passengers and customers.

An outline of CSR requirements and the 40-hour training program is shown below:

Requirements	Training
• 1 year of customer service-related experience • Computer skills • Typing skills • Communication skills • Ability to handle multiple tasks • Patient and calm under pressure • Ability to keep communication focused and on task • Ability to clearly speak English • Ability to speak a foreign language (preferred)	• Employment orientation • Contract/program requirements • Phone system training • Trapeze software training • Interactive classroom • Job shadowing • Supported call taking: ○ Day 1: Shadowing other CSRs ○ Day 2: Taking limited calls with a specific script under supervision ○ Day 3: Begin taking calls with a specific script under limited supervision • Trip entry training • Geographic familiarity • Same-day cancellations • No-shows • Trip monitoring • Traffic patterns and delays • Good Thinking – Transdev Training: Cultural Diversity and Mental Illness and Respect

Training for Other Office/Administrative/Support Staff

All Transdev administrative and support personnel will receive job-specific training prior to the service transition and on an as-needed basis. If any of these employees transfer from the incumbent contractors, Transdev will assess their skills and job knowledge on an individual basis and arrange for appropriate training to address any specific deficiencies.

All such training will be completed within six months of the service transition. Depending on the need or the topic, either members of Transdev's local or corporate staff will provide the necessary training for these employees.

Training Requirements for Technicians, Utility Workers, and Cleaning Personnel

Maintenance training is performed by maintenance specialists, equipment specialists, and/or subject-matter-experts. It will be conducted at our facilities under the supervision of the Maintenance Manager. To the extent possible, Transdev participates in Train-the-Trainer Programs offered by our vendors, customers, and state or federal agencies to enhance maintenance training. Transdev new hire Technicians, Utility Workers, and Cleaning Personnel will receive a minimum of 40 hours of training, including on the use of RTA fleet management software.

ASE Certification Training and Testing

As previously discussed, Transdev pays for ASE tests and provides Technicians who seek ASE certifications with preparation materials and compensation for obtaining certificates.

Documentation of Training Program

FTA Security Awareness Training

Transdev takes emergency preparedness training seriously – in how we deliver it, how we document it, in who is qualified to teach it. Security training instructors must have TSI train-the-trainer certification, and we maintain all documentation of security training. We provide several levels of training around emergencies:



- **New hire training:** All new hire employees receive the FTA/NTI System Security Awareness for Transit Employees.
- **Refresher training:** The subject matter for this annual security training for operations and maintenance employees is based on security information we gather throughout the year related to equipment, procedures, and information received from the FTA's Office of Security and Emergency Management.
- **Road Supervisor training:** We hold quarterly meetings with supervisory personnel, where we provide updated security information, including PowerPoint presentations received from the FTA's Office of Security and Emergency Management, and local Law Enforcement.
- **Security training:** Safety and Training Manager Bridget Bishop ensures that all transit employees and supervisors perform their jobs in a safe and secure manner in accordance with policies and procedures.

- We document security training and place in the employees' and supervisors' permanent employment file for review by their respective Supervisor.
- Directors, Managers, Road Supervisors, and employees are required to attend safety training programs and other required training to ensure safe work performance.

i. Drug and Alcohol Program

Please refer to the *Appendix* for a copy of Transdev's Drug and Alcohol Policy. Local company Staff Worthy, LLC will conduct drug and alcohol testing for Transdev for TCRTA's Transit System. They will become a certified DBE following contract award.

Right Compliance: Drug and Alcohol Policy

Using drugs or using alcohol on the job leads to accidents and puts our passengers' and employees' lives in jeopardy. We prioritize the safety and welfare of all passengers and employees is by promoting a drug- and alcohol-free workplace.



Transdev has a comprehensive drug and alcohol prohibition program that meets the Code of Federal Regulations Control of Alcohol and Drug Use and Procedures for Transportation Workplace Drug and Alcohol Testing Programs. Our policy addresses deterrence, detection, assistance, and enforcement. We also have a National Drug and Alcohol Program Manager Carolina Lagunas, who oversees our Drug and Alcohol Testing Program. She is a Transportation Safety Institute (TSI) certified Associate Instructor and conducts Substance Abuse Management and Program Compliance, Reasonable Suspicion, and Post-Accident Testing Determination courses.

Our Human Resources Department administers the policy in a consistent and unbiased way. We communicate clearly with all employees and subcontractors, so they understand that following the Drug and Alcohol Policy is a condition of employment. The provisions of this policy are subject to any limitations or requirements imposed by federal or state law. In all cases, we implement the minimum federal requirements for testing of Hours of Service (HOS) and Commercial Driver's License (CDL). If an employee violates the policy, we take action in accordance with the procedures contained in any applicable labor agreement. No collective bargaining agreement may supersede federal regulations.

Drug and Alcohol Testing

Transdev will test any employee when we have a reasonable suspicion that they may have violated the federal prohibitions against the use of drugs or alcohol. Our Drug and Alcohol Policy details our procedures for mandatory testing following an accident or incident on the system, or a rule violation.

Transdev uses the following types of testing as part of our drug and alcohol compliance program:

- Pre-employment
- Reasonable suspicion
- Post-accident
- Random
- Return to duty and follow-up testing

We also conduct voluntary random drug and alcohol testing to deter employees from using drugs and/or using alcohol at work. This policy applies to all personnel (including contractors and Managers) who are subject to performing duties governed by the United States Department of Transportation.

Transdev performs a clinic audit once a year to confirm we are meeting all guidelines. We confirm that the personnel responsible for collecting and administering the alcohol test have up-to-date certifications and qualifications.

Transdev's Employee Assistance Program (EAP), which complies with DOT regulations, is available to assist employees and their dependents with treatment for drug- and alcohol-related illnesses. We want our employees and their dependents to be well and get the help they need to recover from drug and alcohol abuse or emotional problems. Our EAP provides professional referral and counseling services in a confidential manner.

Appendix

transdev
the mobility company

Appendix

The following Appendix items are provided through the Dropbox link.

- Letter of Reference from Teamsters Union
- Client list
- Tripshot Information
- Audited Financial Statements from Past Three Years
- Transition Timeline/Gantt Chart
- Operators Manual
- Safety Policies and Procedures Manual
- Transit System Security and Preparedness Plan
- Professional Operator Development Course Transit Syllabus
- Operator Safe Driving Reference Guide
- Drug and Alcohol Policy
- Evidence of Insurability

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Exhibit C – Transdev Price Pages

Routes, ADA Paratransit

	Base Years					Optional Years		
Cost Elements	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Driver Wages	$ 5,269,922.91	$ 5,578,335.70	$ 5,854,182.35	$ 6,139,178.82	$ 6,440,474.37	$ 6,758,584.16	$ 7,088,461.28	$ 7,436,370.36
Payroll Taxes	$ 406,977.75	$ 414,039.00	$ 430,214.97	$ 446,386.12	$ 522,721.10	$ 604,448.72	$ 691,403.48	$ 784,328.45
Worker's Comp	$ 175,309.68	$ 182,028.60	$ 188,347.84	$ 194,876.92	$ 201,664.74	$ 208,716.02	$ 216,009.99	$ 223,587.27
Sick/Vacation/Holiday	$ 272,149.95	$ 297,531.95	$ 314,384.45	$ 332,377.59	$ 347,989.77	$ 364,250.87	$ 380,820.37	$ 398,160.33
Health Insurance	$ 292,460.91	$ 312,236.37	$ 333,350.29	$ 355,911.00	$ 380,069.15	$ 405,876.61	$ 433,487.71	$ 463,001.39
Uniforms	$ 31,787.25	$ 32,740.87	$ 33,723.09	$ 34,734.79	$ 35,776.83	$ 36,850.13	$ 37,955.64	$ 39,094.31
Training	$ 82,275.12	$ 89,213.02	$ 93,050.84	$ 96,890.78	$ 100,628.72	$ 104,520.74	$ 108,492.31	$ 112,651.29
Drug Testing and Physicals	$ 11,112.45	$ 11,445.82	$ 11,789.20	$ 12,142.87	$ 12,507.16	$ 12,882.38	$ 13,268.85	$ 13,666.91
Total Cost	$ 6,541,996.01	$ 6,917,571.33	$ 7,259,043.03	$ 7,612,498.89	$ 8,041,831.84	$ 8,496,129.63	$ 8,969,899.63	$ 9,470,860.32
Overhead	$ 160,415.39	$ 170,915.71	$ 178,599.36	$ 185,695.66	$ 195,424.76	$ 203,999.78	$ 214,009.36	$ 223,728.19
Profit	$ 128,332.31	$ 136,732.57	$ 142,879.49	$ 148,556.52	$ 156,339.80	$ 163,199.82	$ 171,207.49	$ 178,982.55
Total	$ 6,830,743.71	$ 7,225,219.61	$ 7,580,521.87	$ 7,946,751.07	$ 8,393,596.40	$ 8,863,329.23	$ 9,355,116.48	$ 9,873,571.07
Total Estimated Rev Hours	117,505	117,505	117,505	117,505	117,505	117,505	117,505	117,505
Cost per Rev Hour	$ 58.13	$ 61.49	$ 64.51	$ 67.63	$ 71.43	$ 75.43	$ 79.61	$ 84.03

LOOP Bus Service

	Base Years					Optional Years		
Cost Elements	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Driver Wages	$ 73,059.83	$ 79,203.95	$ 82,338.03	$ 85,386.99	$ 88,787.64	$ 92,323.88	$ 96,002.82	$ 99,857.93
Payroll Taxes	$ 8,586.54	$ 8,428.83	$ 8,735.36	$ 9,031.75	$ 9,361.40	$ 9,704.17	$ 10,060.81	$ 10,435.16
Worker's Comp	$ 5,745.23	$ 5,969.69	$ 6,179.21	$ 6,388.84	$ 6,611.87	$ 6,843.76	$ 7,085.06	$ 7,338.43
Sick/Vacation/Holiday	$ 14,489.17	$ 15,714.37	$ 16,339.34	$ 16,947.34	$ 17,625.47	$ 18,330.63	$ 19,064.25	$ 19,833.00
Health Insurance	$ 10,853.11	$ 11,603.77	$ 12,412.26	$ 13,263.66	$ 14,181.61	$ 15,163.48	$ 16,213.99	$ 17,342.10
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ 4,569.00	$ 5,004.00	$ 5,221.50	$ 5,439.00	$ 5,652.60	$ 5,874.74	$ 6,105.77	$ 6,346.04
Drug Testing and Physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Total Cost	$ 117,302.89	$ 125,924.62	$ 131,225.70	$ 136,457.58	$ 142,220.59	$ 148,240.66	$ 154,532.71	$ 161,152.66
Overhead	$ 6,173.84	$ 6,627.61	$ 6,906.62	$ 7,181.98	$ 7,485.29	$ 7,802.14	$ 8,133.30	$ 8,481.72
Profit	$ 4,887.62	$ 5,246.86	$ 5,467.74	$ 5,685.73	$ 5,925.86	$ 6,176.69	$ 6,438.86	$ 6,714.69
Total	$ 128,364.34	$ 137,799.09	$ 143,600.05	$ 149,325.29	$ 155,631.74	$ 162,219.50	$ 169,104.87	$ 176,349.08
Total Estimated Rev Hours	2,400	2,400	2,400	2,400	2,400	2,400	2,400	2,400
Cost per Rev Hour	$ 53.49	$ 57.42	$ 59.83	$ 62.22	$ 64.85	$ 67.59	$ 70.46	$ 73.48

On Demand (Optional Additional On Demand Services Following 7/1/22 Start)

	Base Years					Optional Years		
Cost Elements	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Driver Wages	$ 395,225.03	$ 446,343.55	$ 475,189.99	$ 517,302.90	$ 537,702.69	$ 574,203.65	$ 587,170.57	$ 627,125.64
Payroll Taxes	$ 56,077.95	$ 58,362.51	$ 61,650.34	$ 66,860.26	$ 70,859.07	$ 81,727.79	$ 80,610.00	$ 87,540.78
Worker's Comp	$ 34,785.54	$ 36,341.31	$ 37,667.97	$ 39,220.09	$ 40,565.70	$ 42,267.33	$ 43,518.64	$ 45,259.02
Sick/Vacation/Holiday	$ 32,596.86	$ 43,732.24	$ 44,841.82	$ 52,804.68	$ 54,212.97	$ 68,402.22	$ 62,809.76	$ 70,588.98
Health Insurance	$ 91,050.50	$ 96,953.78	$ 103,117.03	$ 109,786.42	$ 116,781.19	$ 129,123.46	$ 126,653.20	$ 135,297.56
Uniforms	$ 3,361.05	$ 3,461.88	$ 3,565.74	$ 3,672.71	$ 3,782.89	$ 4,250.59	$ 4,013.27	$ 4,133.67
Training	$ 16,623.80	$ 18,389.55	$ 19,333.79	$ 20,454.07	$ 21,239.10	$ 22,359.64	$ 22,987.07	$ 24,105.46
Drug Testing and Physicals	$ 9,641.25	$ 10,100.05	$ 10,396.27	$ 10,812.93	$ 11,079.46	$ 11,842.91	$ 11,684.80	$ 12,119.98
Total Cost	$ 639,361.99	$ 713,684.87	$ 755,762.95	$ 820,914.06	$ 856,223.06	$ 934,177.59	$ 939,447.31	$ 1,006,171.09
Overhead	$ 8,175.98	$ 9,126.40	$ 9,664.49	$ 10,497.62	$ 10,949.14	$ 11,946.00	$ 12,013.39	$ 12,866.64
Profit	$ 6,540.79	$ 7,301.12	$ 7,731.59	$ 8,398.10	$ 8,759.32	$ 9,556.80	$ 9,610.71	$ 10,293.31
Total	$ 654,078.76	$ 730,112.40	$ 773,159.03	$ 839,809.78	$ 875,931.52	$ 955,680.40	$ 961,071.42	$ 1,029,331.04
Total Estimated Rev Hours	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000
Cost per Rev Hour	$ 43.61	$ 48.67	$ 51.54	$ 55.99	$ 58.40	$ 63.71	$ 64.07	$ 68.62

Fixed Operational Costs

	Base Years					Optional Years		
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
GM								
Wages	$ 125,046.46	$ 130,071.63	$ 135,205.25	$ 140,526.42	$ 146,126.88	$ 151,898.84	$ 157,936.36	$ 164,190.34
Payroll Taxes	$ 11,772.00	$ 11,834.64	$ 12,292.91	$ 12,770.27	$ 13,266.72	$ 13,782.27	$ 14,318.82	$ 14,876.38
Workers Comp	$ 3,073.32	$ 3,166.85	$ 3,263.29	$ 3,362.72	$ 3,465.25	$ 3,570.96	$ 3,679.97	$ 3,792.39
Sick/Vacation/Holiday	$ 14,884.62	$ 15,480.00	$ 16,099.20	$ 16,744.20	$ 17,415.00	$ 18,111.60	$ 18,836.58	$ 19,589.94
Health Insurance	$ 16,048.08	$ 17,065.67	$ 18,151.47	$ 19,310.15	$ 20,546.73	$ 21,866.56	$ 23,275.39	$ 24,779.33
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Drug testing and physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Employee Incentives	$ 13,386.43	$ 13,908.02	$ 14,450.06	$ 15,014.19	$ 15,600.44	$ 16,208.85	$ 16,841.55	$ 17,498.57
AGM								
Wages	$ 91,098.37	$ 94,742.74	$ 98,505.08	$ 102,404.22	$ 106,488.60	$ 110,720.40	$ 115,137.16	$ 119,713.78
Payroll Taxes	$ 8,406.00	$ 8,334.00	$ 8,652.24	$ 8,983.21	$ 9,326.91	$ 9,684.93	$ 10,057.27	$ 10,443.93
Workers Comp	$ 3,067.92	$ 3,161.07	$ 3,257.09	$ 3,356.08	$ 3,458.13	$ 3,563.34	$ 3,671.81	$ 3,783.64
Sick/Vacation/Holiday	$ 12,403.85	$ 12,900.00	$ 13,416.00	$ 13,952.64	$ 14,509.92	$ 15,090.42	$ 15,694.14	$ 16,321.08
Health Insurance	$ 16,027.62	$ 17,044.60	$ 18,129.77	$ 19,287.80	$ 20,523.70	$ 21,842.85	$ 23,250.96	$ 24,754.17
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Drug testing and physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Employee Incentives	$ 2,745.00	$ 2,827.35	$ 2,912.17	$ 2,999.54	$ 3,089.52	$ 3,182.21	$ 3,277.67	$ 3,376.00
S&TM								
Wages	$ 86,524.00	$ 89,985.37	$ 93,558.93	$ 97,269.80	$ 101,163.70	$ 105,187.73	$ 109,377.34	$ 113,727.03
Payroll Taxes	$ 8,023.50	$ 7,936.20	$ 8,238.53	$ 8,553.59	$ 8,881.37	$ 9,221.89	$ 9,575.14	$ 9,942.70
Workers Comp	$ 3,066.57	$ 3,159.62	$ 3,255.54	$ 3,354.42	$ 3,456.36	$ 3,561.44	$ 3,669.77	$ 3,781.46
Sick/Vacation/Holiday	$ 11,783.65	$ 12,255.00	$ 12,745.20	$ 13,256.04	$ 13,787.52	$ 14,339.64	$ 14,912.40	$ 15,508.38
Health Insurance	$ 16,027.62	$ 17,044.60	$ 18,129.77	$ 19,287.80	$ 20,523.70	$ 21,842.85	$ 23,250.96	$ 24,754.17
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Drug testing and physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Employee Incentives	$ 2,745.00	$ 2,827.35	$ 2,912.17	$ 2,999.54	$ 3,089.52	$ 3,182.21	$ 3,277.67	$ 3,376.00
Road Sup (#)	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00
Wages	$ 305,885.89	$ 328,956.16	$ 345,057.31	$ 360,582.62	$ 374,938.41	$ 389,736.09	$ 405,229.83	$ 421,308.43
Payroll Taxes	$ 28,625.39	$ 28,188.67	$ 29,482.98	$ 30,733.95	$ 31,868.61	$ 33,048.88	$ 34,277.05	$ 35,556.53
Workers Comp	$ 18,895.52	$ 19,469.13	$ 20,058.05	$ 20,664.61	$ 21,289.06	$ 21,932.56	$ 22,595.71	$ 23,279.14
Sick/Vacation/Holiday	$ 28,246.44	$ 30,334.36	$ 31,825.44	$ 33,274.46	$ 34,603.19	$ 35,985.17	$ 37,422.87	$ 38,921.03
Health Insurance	$ 43,928.16	$ 46,957.33	$ 50,197.57	$ 53,663.60	$ 57,371.22	$ 61,337.31	$ 65,579.94	$ 70,118.43
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Drug testing and physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Employee Incentives	$ 4,494.62	$ 4,302.46	$ 4,413.54	$ 4,527.94	$ 5,127.63	$ 5,769.31	$ 6,455.39	$ 7,188.40
Dispatcher (#)	7.00	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Wages	$ 362,802.22	$ 391,687.44	$ 406,345.40	$ 420,951.38	$ 437,747.26	$ 455,139.92	$ 473,218.65	$ 491,970.55
Payroll Taxes	$ 34,750.16	$ 34,498.92	$ 35,696.30	$ 36,893.67	$ 38,258.68	$ 39,683.56	$ 41,156.34	$ 42,688.98
Workers Comp	$ 21,610.27	$ 22,267.29	$ 22,939.79	$ 23,632.60	$ 24,347.00	$ 25,083.24	$ 25,841.94	$ 26,623.85
Sick/Vacation/Holiday	$ 41,013.00	$ 44,361.00	$ 46,035.00	$ 47,709.00	$ 49,617.36	$ 51,609.42	$ 53,668.44	$ 55,811.16
Health Insurance	$ 38,919.18	$ 41,574.20	$ 44,413.61	$ 47,450.27	$ 50,697.98	$ 54,171.45	$ 57,886.46	$ 61,859.88
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Drug testing and physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Employee Incentives	$ 13,624.22	$ 13,639.82	$ 13,655.89	$ 13,672.44	$ 13,990.64	$ 14,333.39	$ 14,702.14	$ 15,098.42
CS Agents (#)	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00
Wages	$ 385,530.05	$ 401,089.09	$ 417,007.69	$ 433,356.94	$ 450,640.93	$ 468,459.96	$ 487,087.25	$ 506,340.71
Payroll Taxes	$ 36,153.50	$ 34,333.72	$ 35,592.68	$ 36,892.69	$ 38,247.44	$ 39,656.92	$ 41,121.15	$ 42,640.11
Workers Comp	$ 25,430.55	$ 26,197.84	$ 26,988.49	$ 27,803.16	$ 28,642.64	$ 29,507.68	$ 30,399.08	$ 31,317.65
Sick/Vacation/Holiday	$ 32,266.67	$ 33,557.33	$ 34,906.67	$ 36,300.00	$ 37,752.00	$ 39,262.67	$ 40,832.00	$ 42,460.00
Health Insurance	$ 47,458.14	$ 50,753.11	$ 54,278.36	$ 58,049.99	$ 62,085.23	$ 66,402.54	$ 71,021.65	$ 75,963.68
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Drug testing and physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Employee Incentives	$ 1,664.00	$ 1,713.92	$ 1,765.34	$ 1,818.30	$ 2,836.54	$ 3,933.34	$ 5,113.34	$ 6,381.45
Trainer (#)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Wages	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Payroll Taxes	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Workers Comp	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Sick/Vacation/Holiday	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Health Insurance	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Drug testing and physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Employee Incentives	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Other								
Other Admin Staff	$ 698,967.99	$ 754,954.52	$ 790,265.87	$ 826,143.97	$ 859,296.41	$ 893,637.23	$ 929,259.95	$ 966,397.96
Other Admin Staff Fringe	$ 315,806.91	$ 329,487.17	$ 345,823.44	$ 362,879.38	$ 380,588.63	$ 399,247.11	$ 418,909.98	$ 439,676.86
Insurance								
GL	$ 64,416.15	$ 68,616.29	$ 71,689.74	$ 74,528.26	$ 78,419.90	$ 81,849.91	$ 85,853.74	$ 89,741.28
Automobile Liability	$ 239,076.65	$ 244,271.49	$ 255,957.25	$ 268,355.93	$ 281,295.52	$ 294,864.53	$ 309,102.95	$ 324,189.54
Employee Dishonesty	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Client Property	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Computer Fraud	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Inside & outside premises	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
depositors forgery	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
performance bond	$ 3,750.00	$ 3,750.00	$ 3,750.00	$ 3,750.00	$ 3,750.00	$ 3,750.00	$ 3,750.00	$ 3,750.00
covid 19 expenses	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
office supplies	$ 36,855.11	$ 37,960.77	$ 39,099.59	$ 40,272.58	$ 41,480.76	$ 42,725.18	$ 44,006.93	$ 45,327.14
other equip - business								
computers/supplies	$ 38,493.63	$ 38,493.63	$ 38,493.63	$ 10,850.00	$ 38,493.63	$ 27,643.63	$ 27,643.63	$ -
cad software								
cad software licensing	$ 128,520.00	$ 257,040.00	$ 257,040.00	$ 257,040.00	$ 257,040.00	$ 257,040.00	$ 257,040.00	$ 257,040.00
mobile data terminal	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
mounting hardware	$ 3,701.44	$ 3,701.44	$ 3,701.44	$ -	$ 3,701.44	$ 3,701.44	$ 3,701.44	$ -
avl software								
avl software licensing	$ 49,627.60	$ 52,039.54	$ 54,572.08	$ 55,842.44	$ 58,634.56	$ 60,393.60	$ 62,205.41	$ 64,071.57
avl hardware	$ 7,407.66	$ 7,407.66	$ 7,407.66	$ -	$ 7,407.66	$ 7,407.66	$ 7,407.66	$ -
crm software								
software licensing	$ 8,500.00	$ 8,755.00	$ 9,017.65	$ 9,288.18	$ 9,566.82	$ 9,853.83	$ 10,149.44	$ 10,453.93
	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Shop Equipment	$ 47,877.43	$ 47,877.43	$ 47,877.43	$ 41,338.50	$ 47,877.43	$ 6,538.93	$ 6,538.93	$ -
Safety Equipment	$ 35,316.75	$ 35,316.75	$ 35,316.75	$ 19,855.50	$ 19,855.50	$ -	$ -	$ -
Support Vehicles	$ 155,106.81	$ 157,057.26	$ 159,066.22	$ 161,135.45	$ 163,266.75	$ 165,462.00	$ 167,723.10	$ 170,052.04
Telephone/Internet	$ 58,103.13	$ 59,846.22	$ 61,641.61	$ 63,490.85	$ 65,395.58	$ 67,357.45	$ 69,378.17	$ 71,459.51
Advertising/Promotion/Admin	$ 67,007.64	$ 69,017.87	$ 71,088.41	$ 73,221.06	$ 75,417.69	$ 77,680.22	$ 80,010.63	$ 82,410.95
startup costs	$ 543,044.84	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Overhead	$ 320,830.77	$ 341,831.43	$ 357,198.71	$ 371,391.31	$ 390,849.51	$ 407,999.56	$ 428,018.72	$ 447,456.38
profit	$ 256,664.62	$ 273,465.14	$ 285,758.97	$ 297,113.05	$ 312,679.61	$ 326,399.65	$ 342,414.98	$ 357,965.11
total fixed costs	$ 4,453,458.27	$ 4,808,516.11	$ 4,998,601.19	$ 5,127,906.70	$ 5,379,799.20	$ 5,515,464.32	$ 5,736,765.87	$ 5,919,729.96
fixed costs per month	$ 371,121.52	$ 400,709.68	$ 416,550.10	$ 427,325.56	$ 448,316.60	$ 459,622.03	$ 478,063.82	$ 493,310.83
Total startup reimbursable	$ 543,044.84							

Bus Stop Cleaning

	Base Years					Optional Years		
Cost Elements	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Utility #	2FT+2PT	2FT+2PT	2FT+2PT	2FT+2PT	2FT+2PT	2FT+2PT	2FT+2PT	2FT+2PT
Wages	$ 109,200.00	$ 114,660.00	$ 120,393.00	$ 126,412.65	$ 132,733.28	$ 139,369.95	$ 146,338.44	$ 153,655.37
Payroll Taxes	$ 2,184.00	$ 2,293.20	$ 2,407.86	$ 2,528.25	$ 2,654.67	$ 2,787.40	$ 2,926.77	$ 3,073.11
Workers Comp	$ 5,460.00	$ 5,733.00	$ 6,019.65	$ 6,320.63	$ 6,636.66	$ 6,968.50	$ 7,316.92	$ 7,682.77
Sick/Vacation/Holiday	$ 9,828.00	$ 10,319.40	$ 10,835.37	$ 11,377.14	$ 11,946.00	$ 12,543.30	$ 13,170.46	$ 13,828.98
Health Insurance	$ 6,552.00	$ 6,879.60	$ 7,223.58	$ 7,584.76	$ 7,964.00	$ 8,362.20	$ 8,780.31	$ 9,219.32
Uniforms	$ 2,730.00	$ 2,866.50	$ 3,009.83	$ 3,160.32	$ 3,318.33	$ 3,484.25	$ 3,658.46	$ 3,841.38
Training	$ 2,730.00	$ 2,866.50	$ 3,009.83	$ 3,160.32	$ 3,318.33	$ 3,484.25	$ 3,658.46	$ 3,841.38
Drug Testing and Physicals	$ 1,092.00	$ 1,146.60	$ 1,203.93	$ 1,264.13	$ 1,327.33	$ 1,393.70	$ 1,463.38	$ 1,536.55
Employee Incentives	$ 6,552.00	$ 6,879.60	$ 7,223.58	$ 7,584.76	$ 7,964.00	$ 8,362.20	$ 8,780.31	$ 9,219.32
bus stop cleaning supplies	$ 55,400.00	$ 58,170.00	$ 61,078.50	$ 64,132.43	$ 67,339.05	$ 70,706.00	$ 74,241.30	$ 77,953.36
Bus Stop & Shelter Installation Per Emplo	$ 35.00	$ 36.75	$ 38.59	$ 40.52	$ 42.54	$ 44.67	$ 46.90	$ 49.25
total fixed costs	$ 201,728.00	$ 211,814.40	$ 222,405.12	$ 233,525.38	$ 245,201.64	$ 257,461.73	$ 270,334.81	$ 283,851.55
fixed cost per month	$ 16,810.67	$ 17,651.20	$ 18,533.76	$ 19,460.45	$ 20,433.47	$ 21,455.14	$ 22,527.90	$ 23,654.30

Fleet Cleaning

	Base Years					Optional Years		
Cost Elements	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Utility #	3	3	3	3	3	3	3	3
Wages	$ 61,880.00	$ 64,974.00	$ 68,222.70	$ 71,633.84	$ 75,215.53	$ 78,976.30	$ 82,925.12	$ 87,071.37
Payroll Taxes	$ 1,237.60	$ 1,299.48	$ 1,364.45	$ 1,432.68	$ 1,504.31	$ 1,579.53	$ 1,658.50	$ 1,741.43
Workers Comp	$ 3,094.00	$ 3,248.70	$ 3,411.14	$ 3,581.69	$ 3,760.78	$ 3,948.82	$ 4,146.26	$ 4,353.57
Sick/Vacation/Holiday	$ 5,569.20	$ 5,847.66	$ 6,140.04	$ 6,447.05	$ 6,769.40	$ 7,107.87	$ 7,463.26	$ 7,836.42
Health Insurance	$ 3,712.80	$ 3,898.44	$ 4,093.36	$ 4,298.03	$ 4,512.93	$ 4,738.58	$ 4,975.51	$ 5,224.28
Uniforms	$ 1,547.00	$ 1,624.35	$ 1,705.57	$ 1,790.85	$ 1,880.39	$ 1,974.41	$ 2,073.13	$ 2,176.78
Training	$ 1,547.00	$ 1,624.35	$ 1,705.57	$ 1,790.85	$ 1,880.39	$ 1,974.41	$ 2,073.13	$ 2,176.78
Drug Testing and Physicals	$ 618.80	$ 649.74	$ 682.23	$ 716.34	$ 752.16	$ 789.76	$ 829.25	$ 870.71
Employee Incentives	$ 3,712.80	$ 3,898.44	$ 4,093.36	$ 4,298.03	$ 4,512.93	$ 4,738.58	$ 4,975.51	$ 5,224.28
fleet cleaning supplies	$ 6,000.00	$ 6,300.00	$ 6,615.00	$ 6,945.75	$ 7,293.04	$ 7,657.69	$ 8,040.57	$ 8,442.60
total fixed costs	$ 88,919.20	$ 93,365.16	$ 98,033.42	$ 102,935.09	$ 108,081.84	$ 113,485.94	$ 119,160.23	$ 125,118.24
fixed cost per month	$ 7,409.93	$ 7,780.43	$ 8,169.45	$ 8,577.92	$ 9,006.82	$ 9,457.16	$ 9,930.02	$ 10,426.52

Transit Center Cleaning

	Base Years					Optional Years		
Cost Elements	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Utility #	3	3	3	3	3	3	3	3
Wages	$ 53,040.00	$ 55,692.00	$ 58,476.60	$ 61,400.43	$ 64,470.45	$ 67,693.97	$ 71,078.67	$ 74,632.61
Payroll Taxes	$ 1,060.80	$ 1,113.84	$ 1,169.53	$ 1,228.01	$ 1,289.41	$ 1,353.88	$ 1,421.57	$ 1,492.65
Workers Comp	$ 2,652.00	$ 2,784.60	$ 2,923.83	$ 3,070.02	$ 3,223.52	$ 3,384.70	$ 3,553.93	$ 3,731.63
Sick/Vacation/Holiday	$ 4,773.60	$ 5,012.28	$ 5,262.89	$ 5,526.04	$ 5,802.34	$ 6,092.46	$ 6,397.08	$ 6,716.93
Health Insurance	$ 3,182.40	$ 3,341.52	$ 3,508.60	$ 3,684.03	$ 3,868.23	$ 4,061.64	$ 4,264.72	$ 4,477.96
Uniforms	$ 1,326.00	$ 1,392.30	$ 1,461.92	$ 1,535.01	$ 1,611.76	$ 1,692.35	$ 1,776.97	$ 1,865.82
Training	$ 1,326.00	$ 1,392.30	$ 1,461.92	$ 1,535.01	$ 1,611.76	$ 1,692.35	$ 1,776.97	$ 1,865.82
Drug Testing and Physicals	$ 530.40	$ 556.92	$ 584.77	$ 614.00	$ 644.70	$ 676.94	$ 710.79	$ 746.33
Employee Incentives	$ 3,182.40	$ 3,341.52	$ 3,508.60	$ 3,684.03	$ 3,868.23	$ 4,061.64	$ 4,264.72	$ 4,477.96
transit center cleaning supplies	$ 6,000.00	$ 6,300.00	$ 6,615.00	$ 6,945.75	$ 7,293.04	$ 7,657.69	$ 8,040.57	$ 8,442.60
total fixed costs	$ 77,073.60	$ 80,927.28	$ 84,973.64	$ 89,222.33	$ 93,683.44	$ 98,367.61	$ 103,286.00	$ 108,450.30
fixed cost per month	$ 6,422.80	$ 6,743.94	$ 7,081.14	$ 7,435.19	$ 7,806.95	$ 8,197.30	$ 8,607.17	$ 9,037.52

Exeter and Farmersville fixed route and ADA paratransit

	Base Years					Optional Years		
Cost Elements	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Driver Wages	$ 418,175.21	$ 453,433.34	$ 471,140.19	$ 488,849.36	$ 508,328.10	$ 528,584.18	$ 549,655.60	$ 572,273.62
Payroll Taxes	$ 80,007.29	$ 83,216.72	$ 86,330.91	$ 89,445.56	$ 92,866.17	$ 96,423.26	$ 100,123.62	$ 110,356.80
Worker's Comp	$ 32,070.56	$ 33,642.17	$ 34,797.87	$ 35,992.31	$ 37,242.54	$ 38,542.14	$ 39,893.98	$ 41,757.81
Sick/Vacation/Holiday	$ 71,910.00	$ 78,773.58	$ 81,863.36	$ 84,953.54	$ 88,352.51	$ 91,887.13	$ 95,564.01	$ 109,252.77
Health Insurance	$ 59,666.95	$ 64,228.86	$ 68,469.02	$ 72,998.83	$ 77,840.38	$ 83,013.70	$ 88,542.82	$ 103,835.48
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ 12,184.00	$ 13,469.99	$ 14,055.03	$ 14,640.15	$ 15,215.33	$ 15,813.47	$ 16,435.69	$ 23,432.30
Drug Testing and Physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Road Sup/Mech	$ 121,066.24	$ 128,335.47	$ 132,383.11	$ 136,512.15	$ 141,974.84	$ 147,644.76	$ 153,544.80	$ 159,728.23
Road Sup/Mech Fringe	$ 48,478.55	$ 50,673.33	$ 52,832.24	$ 55,091.45	$ 57,699.62	$ 60,444.44	$ 63,337.17	$ 66,401.78
GL Liability	$ 6,247.21	$ 6,597.76	$ 6,862.02	$ 7,129.85	$ 7,422.40	$ 7,723.84	$ 8,045.20	$ 8,560.77
Auto Liability	$ 38,599.69	$ 40,909.36	$ 42,930.82	$ 45,052.17	$ 47,279.65	$ 49,617.52	$ 52,071.92	$ 54,762.83
Performance Bond	$ 3,750.00	$ 3,788.78	$ 3,790.33	$ 3,791.90	$ 3,793.62	$ 3,795.39	$ 3,797.28	$ 3,800.31
Additional Operational Exp	$ 35,305.82	$ 39,599.99	$ 40,559.83	$ 40,870.10	$ 41,889.07	$ 42,144.40	$ 43,226.03	$ 46,150.78
Additional Maintenance	$ 55,343.82	$ 58,848.25	$ 61,512.83	$ 64,772.89	$ 66,736.89	$ 68,872.48	$ 71,431.70	$ 71,166.44
Additional Startup	$ 24,127.00	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Total Cost	$ 1,006,932.36	$ 1,055,517.56	$ 1,097,527.55	$ 1,140,100.26	$ 1,186,641.14	$ 1,234,506.70	$ 1,285,669.83	$ 1,371,479.93
Overhead	$ 52,996.44	$ 55,553.56	$ 57,764.61	$ 60,005.28	$ 62,454.80	$ 64,974.04	$ 67,666.83	$ 72,183.15
Profit	$ 41,955.52	$ 43,979.90	$ 45,730.31	$ 47,504.18	$ 49,443.38	$ 51,437.78	$ 53,569.58	$ 57,145.00
Total	$ 1,101,884.32	$ 1,155,051.02	$ 1,201,022.47	$ 1,247,609.71	$ 1,298,539.32	$ 1,350,918.51	$ 1,406,906.24	$ 1,500,808.09
total estimated rev hours	14,200	14,200	14,200	14,200	14,200	14,200	14,200	14,200
cost per rev hour	$ 77.60	$ 81.34	$ 84.58	$ 87.86	$ 91.45	$ 95.14	$ 99.08	$ 105.69

	Base Years					Optional Years		
Cost Elements	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Commercial GL								
	*Please see the insurance section in the Fixed Fee Price Pages (3)							
Commercial Auto liability								
collision and comprehensive coverage								
employee theft/crime								
total cost								
cost per month								

Fleet Maintenance

	Base Years					Optional Years		
Cost Elements	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Maintenance Manager								
Wages	$ 100,979.19	$ 104,991.14	$ 109,147.83	$ 113,466.25	$ 117,972.43	$ 122,636.42	$ 127,496.64	$ 132,557.93
Payroll Taxes	$ 9,171.00	$ 9,129.60	$ 9,479.66	$ 9,844.05	$ 10,222.75	$ 10,615.78	$ 11,024.72	$ 11,451.16
Worker's Comp	$ 3,411.62	$ 3,529.24	$ 3,651.48	$ 3,778.56	$ 3,910.70	$ 4,048.09	$ 4,191.04	$ 4,339.88
Sick/Vacation/Holiday	$ 13,644.23	$ 14,190.00	$ 14,757.60	$ 15,348.42	$ 15,962.46	$ 16,599.72	$ 17,262.78	$ 17,954.22
Health Insurance	$ 16,027.62	$ 17,044.60	$ 18,129.77	$ 19,287.80	$ 20,523.70	$ 21,842.85	$ 23,250.96	$ 24,754.17
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Drug Testing and Physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Mech A #								
Wages	$ 161,396.46	$ 169,849.92	$ 174,121.75	$ 178,385.18	$ 185,515.00	$ 192,899.72	$ 200,595.40	$ 208,599.26
Payroll Taxes	$ 14,874.90	$ 14,822.21	$ 15,173.86	$ 15,525.52	$ 16,116.30	$ 16,729.94	$ 17,368.19	$ 18,032.82
Worker's Comp	$ 6,804.02	$ 7,040.05	$ 7,267.69	$ 7,502.65	$ 7,757.02	$ 8,021.07	$ 8,295.27	$ 8,580.14
Sick/Vacation/Holiday	$ 16,568.00	$ 17,440.00	$ 17,876.00	$ 18,312.00	$ 19,044.48	$ 19,805.30	$ 20,596.64	$ 21,420.68
Health Insurance	$ 8,740.02	$ 9,345.05	$ 9,992.33	$ 10,684.83	$ 11,425.71	$ 12,218.34	$ 13,066.36	$ 13,973.63
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Drug Testing and Physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Employee Incentives	$ 1,975.41	$ 2,034.67	$ 2,095.71	$ 2,158.59	$ 2,223.34	$ 2,290.04	$ 2,358.75	$ 2,429.51
Mech B #								
Wages	$ 218,693.44	$ 231,474.50	$ 237,926.15	$ 244,366.42	$ 254,133.50	$ 264,257.59	$ 274,786.44	$ 285,751.13
Payroll Taxes	$ 20,202.42	$ 20,123.38	$ 20,650.86	$ 21,178.35	$ 21,980.12	$ 22,813.54	$ 23,678.61	$ 24,580.61
Worker's Comp	$ 10,213.23	$ 10,567.49	$ 10,909.17	$ 11,261.83	$ 11,639.44	$ 12,031.19	$ 12,437.63	$ 12,859.62
Sick/Vacation/Holiday	$ 20,196.00	$ 21,384.00	$ 21,978.00	$ 22,572.00	$ 23,474.88	$ 24,413.40	$ 25,387.56	$ 26,403.30
Health Insurance	$ 13,110.03	$ 14,017.57	$ 14,988.50	$ 16,027.25	$ 17,138.56	$ 18,327.51	$ 19,599.54	$ 20,960.45
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Drug Testing and Physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Employee Incentives	$ 2,963.12	$ 3,052.01	$ 3,143.57	$ 3,237.88	$ 3,335.02	$ 3,435.07	$ 3,538.12	$ 3,644.26
Mech C #								
Wages	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Payroll Taxes	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Worker's Comp	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Sick/Vacation/Holiday	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Health Insurance	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Uniforms	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Training	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Drug Testing and Physicals	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Employee Incentives	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Vehicle Lubricants excluding fuel	$ 8,195.05	$ 8,440.90	$ 8,694.12	$ 8,954.95	$ 9,223.60	$ 9,500.30	$ 9,785.31	$ 9,826.52
other maintenance cost excluding lal	$ 251,730.87	$ 265,393.31	$ 277,421.25	$ 292,116.36	$ 301,020.44	$ 310,653.91	$ 322,238.24	$ 320,452.85
other operator cost please specify	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
personnel cost excluding maintenanc	$ 13,562.21	$ 13,969.08	$ 14,388.15	$ 14,819.79	$ 15,264.39	$ 15,722.32	$ 16,193.99	$ 16,679.81
safety expenses	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
training expenses	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
insurance/liability	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Other Maintenance Labor	$ 38,487.40	$ 40,193.33	$ 42,273.73	$ 44,354.13	$ 46,122.47	$ 47,974.02	$ 49,887.99	$ 51,885.18
Other maintenance labor Fringe	$ 16,650.50	$ 17,031.65	$ 17,888.51	$ 18,772.41	$ 19,624.67	$ 20,523.57	$ 21,467.05	$ 22,461.26
other								
Overhead	$ 160,415.39	$ 170,915.71	$ 178,599.36	$ 185,695.66	$ 195,424.76	$ 203,999.78	$ 214,009.36	$ 223,728.19
Profit	$ 128,332.31	$ 136,732.57	$ 142,879.49	$ 148,556.52	$ 156,339.80	$ 163,199.82	$ 171,207.49	$ 178,982.55
total cost	$ 1,256,344.43	$ 1,322,711.99	$ 1,373,434.56	$ 1,426,207.39	$ 1,485,395.53	$ 1,544,559.30	$ 1,609,724.09	$ 1,662,309.12
total estimated revenue miles	1,264,938	1,264,938	1,264,938	1,264,938	1,264,938	1,264,938	1,264,938	1,264,938
cost per revenue mile	$ 0.9932	$ 1.0457	$ 1.0858	$ 1.1275	$ 1.1743	$ 1.2211	$ 1.2726	$ 1.3141

Tab	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
PP1 Variable	$ 6,830,743.71	$ 7,225,219.61	$ 7,580,521.87	$ 7,946,751.07	$ 8,393,596.40	$ 8,863,329.23	$ 9,355,116.48	$ 9,873,571.07
PP1 LOOP	$ 128,364.34	$ 137,799.09	$ 143,600.05	$ 149,325.29	$ 155,631.74	$ 162,219.50	$ 169,104.87	$ 176,349.08
PP3 Fixed Fee	$ 4,453,458.27	$ 4,808,516.11	$ 4,998,601.19	$ 5,127,906.70	$ 5,379,799.20	$ 5,515,464.32	$ 5,736,765.87	$ 5,919,729.96
PP4 Bus Stop	$ 201,728.00	$ 211,814.40	$ 222,405.12	$ 233,525.38	$ 245,201.64	$ 257,461.73	$ 270,334.81	$ 283,851.55
PP5 Fleet	$ 88,919.20	$ 93,365.16	$ 98,033.42	$ 102,935.09	$ 108,081.84	$ 113,485.94	$ 119,160.23	$ 125,118.24
PP6 Transit Center	$ 77,073.60	$ 80,927.28	$ 84,973.64	$ 89,222.33	$ 93,683.44	$ 98,367.61	$ 103,286.00	$ 108,450.30
PP9 Central Maint	$ 1,256,344.43	$ 1,322,711.99	$ 1,373,434.56	$ 1,426,207.39	$ 1,485,395.53	$ 1,544,559.30	$ 1,609,724.09	$ 1,662,309.12
Startup	$ 543,044.84							
Totals	$ 13,579,676.39	$ 13,880,353.64	$ 14,501,569.85	$ 15,075,873.25	$ 15,861,389.81	$ 16,554,887.61	$ 17,363,492.34	$ 18,149,379.32
PP7 Optional Farmersville Exeter	$ 1,101,884.32	$ 1,155,051.02	$ 1,201,022.47	$ 1,247,609.71	$ 1,298,539.32	$ 1,350,918.51	$ 1,406,906.24	$ 1,500,808.09
PP2 Optional On Demand	$ 654,078.76	$ 730,112.40	$ 773,159.03	$ 839,809.78	$ 875,931.52	$ 955,680.40	$ 961,071.42	$ 1,029,331.04
*Totals for Optional services are based on the revenue hours provided, see Tabs PP2 and Tab PP7 for detail.								

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Exhibit D – TCRTA Vehicle Fleet List

TCRTA
Fleet Inventory

Cal TIP Insurance	Transdev Maintenance	Fleet Number	Service Name	Vehicle ID	Manufacture Year	Age	ADE	ADE Left	Make	Model	Type	Length (ft.)	Fuel Type	Out Notes
							TULARE COUNTY SERVICE							
	x	Central Yard (County)	ADA Paratransit	T131	2011	11	10	-1	Ford	E450	Cutaway	23	CNG	Active
	x	Central Yard (County)	Commuter	T151	2012	10	10	0	Ford	F-550	Cutaway	22	CNG	Active
	x	Central Yard (County)	Commuter	T152	2012	10	10	0	Ford	F-550	Cutaway	22	CNG	Active
	x	Central Yard (County)	Commuter	T153	2012	10	10	0	Ford	F-550	Cutaway	22	CNG	Active
	x	Central Yard (County)	Commuter	T154	2012	10	10	0	Ford	F-550	Cutaway	22	CNG	Active
	x	Central Yard (County)	Commuter	T155	2012	10	10	0	Ford	F-550	Cutaway	22	CNG	Active
	x	Central Yard (County)	Commuter	T139	2012	9	10	0	Ford	F-550	Cutaway	22	CNG	Active
	x	Central Yard (County)	Commuter	T149	2013	9	10	0	Ford	F-550	Cutaway	22	CNG	Active
	x	Central Yard (County)	Commuter	T141	2011	11	10	-1	El Dorado	Aerotech	Bus	37	CNG	Active
	x	Central Yard (County)	Commuter	T142	2011	11	10	-1	El Dorado	Aerotech	Bus	32	CNG	Active
	x	Central Yard (County)	Commuter	T143	2011	11	10	-1	El Dorado	Aerotech	Bus	40	CNG	Active
	x	Central Yard (County)	Lead/Circulator	T201	2011	11	10	-1	Ford	F-550	Cutaway	23	Gasoline	Active
	x	Central Yard (County)	Lead/Circulator	T206	2011	11	10	-1	Ford	F-550	Cutaway	23	Gasoline	Active
	x	Central Yard (County)	Lead/Circulator	T208	2008	14	10	-4	Chevrolet	C5500	Cutaway	32	Gasoline	Active
	x	Central Yard (County)	Lead/Circulator	T130	2009	13	10	-3	GMC	Savana/Cle 3500	Cutaway	24	CNG	Active
	x	Central Yard (County)	Lead/Circulator	T132	2009	13	10	-3	GMC	C5500	Cutaway	24	CNG	Active
	x	Central Yard (County)	Lead/Circulator	T135	2009	13	10	-3	GMC	C5500	Cutaway	24	CNG	Active
	x	Central Yard (County)	Lead/Circulator	T133	2009	13	10	-3	GMC	C5500	Cutaway	24	CNG	Active
	x	Central Yard (County)	Lead/Circulator	T134	2009	13	10	-3	GMC	C5500	Cutaway	24	CNG	Active
	x	Central Yard (County)	Lead/Circulator	B121	2007	15	10	-5	El Dorado	EZ Rider II 35ft	Bus	33	CNG	Active
	x	Central Yard (County)	Lead/Circulator	B170	2007	15	10	-5	El Dorado	EZ Rider II 35ft	Bus	33	CNG	Active
	x	Central Yard (County)	Lead/Circulator	B180	2007	15	10	-5	El Dorado	EZ Rider II 35ft	Bus	33	CNG	Active
	x	Central Yard (County)	Lead/Circulator	B160	2007	15	10	-5	El Dorado	EZ Rider II 35ft	Bus	33	CNG	Active
	x	Central Yard (County)	Lead/Circulator	B105	2010	9	10	1	Champion	EZ Rider	Cutaway	27	CNG	Active
	x	Central Yard (County)	Lead/Circulator	B103	2010	9	10	1	Champion	EZ Rider	Cutaway	27	CNG	Active
	x	Central Yard (County)	Lead/Circulator	B107	2010	9	10	1	Champion	EZ Rider	Cutaway	27	CNG	Active
	x	Central Yard (County)	Lead/Circulator	B104	2008	11	10	-1	Starcraft	Allstar Type II	Cutaway	27	Diesel	Active
	x	Central Yard (County)	Lead/Circulator	T136	2008	12	10	-2	GMC	C5500	Cutaway	24	Gasoline	Active
	x	Central Yard (County)	Lead/Circulator	T137	2008	12	10	-2	GMC	C5500	Cutaway	24	Gasoline	Active
	x	Central Yard (County)	ADA Paratransit	T124	2011	11	10	-1	Ford	E450	Cutaway	23	CNG	Active
							TULARE CITY SERVICE							
	x	Central Yard (County)	ADA Paratransit	2001	2017	3	8	5	Dodge	Caravan	Minivan	16	Gasoline	Active
	x	Central Yard (County)	ADA Paratransit	2002	2017	3	8	5	Dodge	Dodge	Minivan	16	Gasoline	Active
	x	Central Yard (County)	Commuter	2003	2019	1	10	9	Glaval	Low Floor	Bus	37	CNG	Active
	x	Central Yard (County)	Commuter	2007	2018	2	10	8	Glaval	Low Floor	Bus	33	CNG	Active
	x	Central Yard (County)	Lead/Circulator	2005	2014	6	10	4	Ford	Aerotech	Cutaway	23	CNG	Active
	x	Central Yard (County)	Lead/Circulator	2007	2008	12	10	-2	Ford	Aerotech	Cutaway	27	CNG	Active
	x	Central Yard (County)	Lead/Circulator	2004	2013	7	10	3	Ford	E450	Cutaway	23	Gasoline	Active
	x	Central Yard (County)	Lead/Circulator	2011	2017	3	10	7	Ford	E450	Cutaway	23	Gasoline	Active
	x	Central Yard (County)	Lead/Circulator	2012	2008	12	10	-2	Ford	E450	Cutaway	27	Gasoline	Active
	x	Central Yard (County)	Lead/Circulator	2001	2018	2	10	8	Glaval	Low Floor	Bus	33	CNG	Active
	x	Central Yard (County)	Lead/Circulator	2007	2017	3	10	7	Glaval	Low Floor	Bus	37	CNG	Active
	x	Central Yard (County)	Lead/Circulator	2002	2012	8	10	2	Glaval	Low Floor	Bus	33	CNG	Active
	x	Central Yard (County)	Lead/Circulator	2003	2015	5	10	5	Glaval	Low Floor	Bus	33	CNG	Active
	x	Central Yard (County)	Lead/Circulator	2009	2007	15	10	-5	Ford	E450	Cutaway	23	Gasoline	Active
							DINUBA SERVICE							
		North Yard (Dinuba)	Commuter	17	2019	1	10	9	Ford	Entourage	Cutaway	32	CNG	Active
		North Yard (Dinuba)	Lead/Circulator	14	2019	1	10	9	Ford	Aerotech	Cutaway	23	CNG	Active
		North Yard (Dinuba)	ADA Paratransit	12	2016	4	10	6	Ford	AeroTech	Cutaway	23	CNG	Active
		North Yard (Dinuba)	ADA Paratransit	10	2014	6	10	4	Ford	AeroTech	Cutaway	27	Gasoline	Active
		North Yard (Dinuba)	Lead/Circulator	8	2017	3	10	7	Ford	AeroStar	Cutaway	23	CNG	Active
		North Yard (Dinuba)	Lead/Circulator	9	2013	7	10	3	Ford	AeroTech	Cutaway	23	CNG	Active
		North Yard (Dinuba)	Lead/Circulator	7	2021	11	10	-1	Ford	AeroTech	Cutaway	23	CNG	Active
	x	North Yard (Dinuba)	ADA Paratransit	1	2017	3	10	7	Ford	AeroTech	Cutaway	23	CNG	Active
	x	North Yard (Dinuba)	On-Demand	B103	2009	14	8	-6	Chevrolet	Arbortrac	Minivan	16	Gasoline	Active
	x	North Yard (Dinuba)	On-Demand	B116	2007	16	8	-7	Chevrolet	Uplander	Minivan	16	Gasoline	Active
	x	North Yard (Dinuba)	On-Demand	B104	2007	16	8	-7	Chevrolet	Uplander	Minivan	16	Gasoline	Active
	x	North Yard (Dinuba)	On-Demand	B107	2009	14	8	-6	Chevrolet	Uplander	Minivan	16	Gasoline	Active
							PORTERVILLE SERVICE							
	x	South Yard (Porterville)	ADA Paratransit	B111	2019	3	8	5	Braun	Entervan	Minivan	16	Gasoline	Active
	x	South Yard (Porterville)	ADA Paratransit	B110	2019	3	8	5	Braun	Entervan	Minivan	16	Gasoline	Active
	x	South Yard (Porterville)	ADA Paratransit	B109	2019	3	8	5	Braun	Entervan	Minivan	16	Gasoline	Active
	x	South Yard (Porterville)	ADA Paratransit	B108	2019	3	8	5	Braun	Entervan	Minivan	16	Gasoline	Active
	x	South Yard (Porterville)	ADA Paratransit	B107	2019	3	8	5	Braun	Entervan	Minivan	16	Gasoline	Active
	x	South Yard (Porterville)	Lead/Circulator	B201	2018	4	14	10	GreenPower	EV350	Bus	40	Electricity	Active
	x	South Yard (Porterville)	Lead/Circulator	B202	2018	4	14	10	GreenPower	EV350	Bus	40	Electricity	Active
	x	South Yard (Porterville)	Lead/Circulator	B203	2018	4	14	10	GreenPower	EV350	Bus	40	Electricity	Active
	x	South Yard (Porterville)	Lead/Circulator	B204	2018	4	14	10	GreenPower	EV350	Bus	40	Electricity	Active
	x	South Yard (Porterville)	Lead/Circulator	B205	2018	4	14	10	GreenPower	EV350	Bus	40	Electricity	Active
	x	South Yard (Porterville)	Lead/Circulator	B206	2018	4	14	10	GreenPower	EV350	Bus	40	Electricity	Active
	x	South Yard (Porterville)	Lead/Circulator	B207	2018	4	14	10	GreenPower	EV350	Bus	40	Electricity	Active
	x	South Yard (Porterville)	Lead/Circulator	B208	2018	4	14	10	GreenPower	EV350	Bus	40	Electricity	Active
	x	South Yard (Porterville)	Lead/Circulator	B053	2017	5	14	9	El Dorado	EZ Rider II MAX	Bus	33	CNG	Active
	x	South Yard (Porterville)	Lead/Circulator	B051	2017	5	14	9	El Dorado	EZ Rider II MAX	Bus	33	CNG	Active
	x	South Yard (Porterville)	Lead/Circulator	B052	2017	5	14	9	El Dorado	EZ Rider II MAX	Bus	33	CNG	Active
	x	South Yard (Porterville)	Lead/Circulator	B054	2018	4	14	10	El Dorado	EZ Rider II	Bus	33	CNG	Active
	x	South Yard (Porterville)	Lead/Circulator	B055	2018	4	14	10	El Dorado	EZ Rider II	Bus	33	CNG	Active
	x	South Yard (Porterville)	Lead/Circulator	B175	2016	6	14	8	El Dorado	EZ Rider II MAX	Bus	27	CNG	Active
	x	South Yard (Porterville)	Lead/Circulator	B176	2016	6	14	8	El Dorado	EZ Rider II MAX	Bus	33	CNG	Active
	x	South Yard (Porterville)	Lead/Circulator	B177	2016	6	14	8	El Dorado	EZ Rider II MAX	Bus	33	CNG	Active
	x	South Yard (Porterville)	Lead/Circulator	B178	2016	6	14	8	El Dorado	EZ Rider II MAX	Bus	33	CNG	Active
	x	South Yard (Porterville)	Lead/Circulator	B179	2016	6	14	8	El Dorado	EZ Rider II MAX	Bus	33	CNG	Active
	x	South Yard (Porterville)	On-Demand	B109	2019	3	8	5	Braun	Entervan	Minivan	16	Gasoline	Active
	x	South Yard (Porterville)	On-Demand	B105	2019	3	8	5	Braun	Entervan	Minivan	16	Gasoline	Active
	x	South Yard (Porterville)	On-Demand	B106	2019	3	8	5	Braun	Entervan	Minivan	16	Gasoline	Active
	x	South Yard (Porterville)	On-Demand	B114	2019	3	8	5	Braun	Entervan	Minivan	16	Gasoline	Active
	x	South Yard (Porterville)	On-Demand	B123	2020	2	8	6	Ford	Transit	Shuttle Van	23	Electricity	Active
	x	South Yard (Porterville)	On-Demand	B121	2020	2	8	6	Ford	Transit	Shuttle Van	27	Electricity	Active
	x	South Yard (Porterville)	On-Demand	B122	2020	2	8	6	Ford	Transit	Shuttle Van	23	Electricity	Active
	x	South Yard (Porterville)	On-Demand	B120	2020	2	8	6	Ford	Transit	Shuttle Van	23	Electricity	Active
	x	South Yard (Porterville)	On-Demand	B119	2020	2	8	6	Ford	Transit	Shuttle Van	23	Electricity	Active
	x	South Yard (Porterville)	On-Demand	B124	2020	2	8	6	Ford	Transit	Shuttle Van	23	Electricity	Active
	x	South Yard (Porterville)	On-Demand	B117	2019	3	8	5	Ford	Transit	Shuttle Van	27	Electricity	Active
	x	South Yard (Porterville)	On-Demand	B118	2019	3	8	5	Ford	Transit	Shuttle Van	23	Electricity	Active
	x	South Yard (Porterville)	On-Demand	B115	2020	2	8	6	Ford	Transit	Shuttle Van	23	Electricity	Active
	x	South Yard (Porterville)	On-Demand	B116	2019	3	8	5	Ford	Transit	Shuttle Van	23	Electricity	Active
	x	South Yard (Porterville)	On-Demand	B113	2020	2	8	6	Ford	Transit	Shuttle Van	23	Electricity	Active
	x	South Yard (Porterville)	On-Demand	B112	2020	2	8	6	Ford	Transit	Shuttle Van	23	Electricity	Active
							WOODLAKE SERVICE							
	x	South Yard (Porterville)	ADA Paratransit	03	2011	11	10	-1	Ford	STARTRANS	Cutaway	23	Gasoline	Active
	x	South Yard (Porterville)	ADA Paratransit	01	2008	14	10	-4	Ford	STARTRANS	Cutaway	23	Gasoline	Active

	# of vehicles
ADA Paratransit	14
On-Demand	28
Trolley	42
Other	4
Emergency/Contingency	0
Total	108

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Exhibit E = General Contractual Provisions

Section 4 – General Contractual Provisions

1. Independent Contractor

Proposer's relationship to TCRTA in its performance of this Agreement is that of an independent contractor. Proposer agrees that it is not and will not become an employee, partner, agent, or principal of TCRTA while this Agreement is in effect. Proposer may, at Proposer's own expense, use employees or subcontractors as Proposer deems necessary to perform the serviced required by Proposer under this Agreement. The personnel performing services under this Agreement shall always be under Proposer's exclusive direction and control and shall be employees of Proposer and not employees of TCRTA. TCRTA shall not control, direct or supervise Proposer's employees or subcontractors in the performance of those services. In particular, TCRTA will not:

1. Withhold FICA (Social Security) from Proposer's payments.
2. Make state or federal unemployment insurance contributions on Proposer's behalf.
3. Withhold state or federal income tax from payments to Proposer.
4. Make disability insurance contributions on behalf of Proposer.
5. Obtain unemployment compensation insurance on behalf of Proposer.

Proposer shall pay all wages, salaries, and other amounts due its employees in connection with the performance of this Agreement and shall be responsible for all reports and obligations respecting them, such as social security, income tax withholding, unemployment compensation, workers compensation insurance, and similar matters. The personnel performing services under this Agreement shall not be entitled to the rights or benefits afforded to TCRTA employees, including disability or unemployment insurance, workers' compensation, medical insurance, sick leave, or any other TCRTA employment benefit. Proposer shall provide its employees with written notice that any and all obligations in connection with their employment are obligations of Proposer and not the TCRTA.

The relationship between TCRTA and Proposer ACTOR is non-exclusive. Proposer may perform services for, and contract with as many other clients, persons, or companies as Proposer, in its sole discretion, sees fit.

2. Indemnification

Proposer shall hold harmless, defend and indemnify TCRTA, its agents, officers and employees from and against any liability, claims, actions, costs, damages or losses of any kind, including death or injury to any person and/or damage to property, including TCRTA property, arising from, or in connection with, the performance by Proposer, or its agents, officers and employees under this Agreement. This indemnification specifically includes any claims that may be made against TCRTA by any taxing authority asserting that an employer-employee relationship exists by reason of this Agreement, and any claims made against TCRTA alleging civil rights violations by Proposer under Government Code sections 12920 et seq. (California Fair Employment and Housing Act), and any fines or penalties imposed on TCRTA for Proposer's failure to provide form DE-542, when applicable. This indemnification obligation shall continue beyond the term of this Agreement as to any acts or omissions occurring under this Agreement or any extension of this Agreement.

It is the intent of the parties that Proposer will indemnify, defend and hold harmless TCRTA and its officers, agents, employees and assigns, from any and all claims, demands, costs, suits or actions as set forth above, regardless of the existence or degree of fault or negligence, whether active or passive, sole or concurrent, on the part of the TCRTA or of anyone acting under its direction or control or on its behalf.

This indemnity and hold harmless provision, insofar as it may be adjudged to be against public policy, shall be void and unenforceable only to the minimum extent necessary so that the remaining terms of this indemnity and hold harmless provision may be within public policy and enforceable.

3. Termination

Right to Termination

a. **Termination for Convenience (General Provision)** The TCRTA may terminate this contract, in whole or in part, at any time by written notice to the Proposer when it is in the TCRTA's best interest. The Proposer shall be paid costs, including profit on work performed up to the time of termination. TCRTA shall not pay lost anticipated profits or other economic losses. The Proposer shall promptly submit its termination claim to TCRTA to be paid the Proposer. If the Proposer has any property in its

possession belonging to the TCRTA, the Proposer will account for the same, and dispose of it in the manner the TCRTA directs.

b. **Termination for Default [Breach or Cause] (General Provision)** If the Proposer does not deliver supplies in accordance with the contract delivery schedule, or, if the contract is for services, the Proposer fails to perform in the manner called for in the contract, or if the Proposer fails to comply with any other provisions of the contract, the TCRTA may terminate this contract for default. Termination shall be effected by serving a notice of termination on the Proposer setting forth the manner in which the Proposer is in default. The Proposer will only be paid the contract price for supplies delivered and accepted, or services performed in accordance with the manner of performance set forth in the contract.

   If it is later determined by the TCRTA that the Proposer had an excusable reason for not performing, such as a strike, fire, or flood, events which are not the fault of or are beyond the control of the Proposer, the TCRTA, after setting up a new delivery of performance schedule, may allow the Proposer to continue work, or treat the termination as a termination for convenience.

c. **Opportunity to Cure (General Provision)** The TCRTA in its sole discretion may, in the case of a termination for breach or default, allow the Proposer thirty (30) days in which to cure the defect. In such case, the notice of termination will state the time period in which cure is permitted and other appropriate conditions.

   If Proposer fails to remedy to TCRTA's satisfaction the breach or default of any of the terms, covenants, or conditions of this Contract within ten (10) days after receipt by Proposer of written notice from TCRTA setting forth the nature of said breach or default, TCRTA shall have the right to terminate the Contract without any further obligation to Proposer. Any such termination for default shall not in any way operate to preclude TCRTA from also pursuing all available remedies against Proposer and is sureties for said breach or default.

d. **Waiver of Remedies for any Breach** In the event that TCRTA elects to waive its remedies for any breach by Proposer of any covenant, term or condition of this Contract, such waiver by TCRTA shall not limit TCRTA's

remedies for any succeeding breach of that or of any other term, covenant, or condition of this Contract.

4. Bonding

The Proposer, at its own expense, will be required to include, and keep in effect at all times during the term of the Contract, a bond, or other financial instrument acceptable to TCRTA, in the amount of Five Hundred Thousand Dollars ($500,000) to secure performance.

5. Property, Casualty, and Liability Insurance

The insurance requirements specified in this section shall cover Proposers own liability and any liability arising out of work or services performed under this scope by any sub-Proposers, sub-consultants, suppliers, temporary workers, independent Proposers, leased employees, or any other persons, firms, or corporations (hereinafter collectively referred to as "Agents") that Proposer authorizes to work. Proposer and all Agents are required to procure and maintain at their sole cost and expense the insurance coverages subject to all of the requirements set forth below. Such insurance shall remain in full force and effect throughout the term of this Contract.

Proposer is also required to assess the risks associated with work to be performed by Agents under subcontract and to include in every subcontract the requirement that the Agent maintain adequate insurance coverages with appropriate limits and endorsements to cover such risks; the limit for the Commercial General Liability insurance in each subcontract shall not be less than $5 million per incident. To the extent that any Agent does not procure and maintain such insurance coverage, the Proposer shall be responsible for said coverage and assume all costs and expenses that may be incurred in securing said coverage or in fulfilling Proposers' indemnity obligations as to itself or any of its Agents in the absence of coverage.

In the event Proposer or its Agents procure excess or umbrella coverage to maintain certain requirements outlined below, these policies shall also satisfy all specified endorsements and stipulations, including provisions that the Proposers insurance be primary without any right of contribution from TCRTA. Prior to beginning work under this Contract, Proposer shall provide TCRTA with satisfactory evidence of compliance with the insurance requirements of this Section.

1. **Workers' Compensation Insurance**

   Proposer will provide workers' compensation insurance as required by law during the term of this Contract, Proposer shall provide workers' compensation insurance for the performance of any of the Proposers duties under this Contract; including but not limited to, coverage for workers' compensation and employer's liability and a waiver of subrogation and shall provide TCRTA with certification of all such coverages upon request by TCRTA's Risk Manager.

2. **Liability Insurance (Proposer)**

   Proposer shall obtain and maintain in full force and effect during the term of this Contract the following Proposer's liability insurance coverage's, issued by a company licensed (admitted) to transact business in the State of California and/or having a A.M. Best rating of A VII or better:

   - **General Liability**

     Commercial general liability (CGL) insurance coverage (personal injury and property damage) of not less than $5,000,000 combined single limit per incident, covering liability or claims for any personal injury, including death, to any person and/or damage to the property of any person arising from the acts or omissions of Proposer or any officer, agent, or employee of Proposer under this Contract.

   - **Comprehensive Automobile Liability Insurance**

     Comprehensive automobile liability insurance (Bodily Injury and Property Damage) on Proposer's owned, hired, leased and non-owned vehicles used in conjunction with Proposer's business of not less than $5,000,000 combined single limit per incident.

3. **Liability, Physical Damage, Risk Control (TCRTA) "Optional"**

   TCRTA is considering submitting membership to the California Transit Indemnity Pool for liability, physical damage, and rick control insurance and services.

   Proposer shall provide optional pricing to obtain and maintain in full force and effect during the term of this Contract the following liability and vehicle physical damage insurance coverage's, issued by a company licensed

(admitted) to transact business in the State of California and/or having a A.M. Best rating of A VII or better:

- **Commercial General Liability**

  Commercial General Liability insurance with a combined single limit of not less than twenty million dollars ($20,000,000) per occurrence. Such insurance shall include products/completed operations liability, owner's and contractor's protective, blanket contractual liability, broad form property damage coverage, and explosion, collapse and underground hazard coverage. Such insurance shall 2) name TCRTA, its appointed and elected officials, agents, officers, employees and volunteers as additional insureds; b) be primary with respect to any insurance or self-insurance programs maintained by the TCRTA; and c) contain standard cross liability provisions.

- **Commercial Automobile Liability**

  Commercial Automobile Liability insurance with a combined single limit of not less than twenty million dollars ($20,000,000) per occurrence. Such insurance shall a) include coverage for owned, hired and non-owned automobiles; b) name TCRTA, its elected and appointed officials, agents, officers, employees and volunteers as additional insureds; c) be primary for all purposes; and d) contain standard cross liability provisions.

- **Collision and Comprehensive Coverage**

  Automobile collision and comprehensive coverage for the actual cash value of the vehicles (based upon straight-line depreciation, the original purchase price and service life expectancy) as stated in the attached Fleet Schedule. Such insurance shall a) contain deductibles of not more than ten thousand dollars ($10,000), and b) name TCRTA as loss payee

- **Garagekeeper's Legal Liability**

  Garagekeeper's Legal Liability insurance with a limit of not less than one million dollars ($1,000,000) per occurrence.

4. Certificates

All insurance coverage's referenced above, shall be evidenced by one or more certificates of coverage or, with the consent of TCRTA's Risk Manager, demonstrated by other evidence of coverage acceptable to TCRTA's Risk Manager, which shall be filed by Proposer with TCRTA's Executive Director prior to commencement of performance of any of Proposer's duties; shall be kept current during the term of this Contract; shall provide that TCRTA shall be given no less than thirty days prior written notice of any non-renewal, cancellation, other termination, or material change, except that only ten days prior written notice shall be required where the cause of non-renewal or cancellation is non-payment of premium; and shall provide that the inclusion of more than one insured shall not operate to impair the rights of one insured against another insured, the coverage afforded applying as though separate policies had been issued to each insured, but the inclusion of more than one insured shall not operate to increase the limits of the company's liability.

For the commercial general liability insurance coverage referenced above and, where the vehicles are covered by a commercial policy rather than a personal policy, for the comprehensive automobile liability insurance coverage referenced above, Proposer shall also file with the evidence of coverage an endorsement form the insurance provided naming TCRTA, its officers, employees, agents and volunteers as additional insureds and waiving subrogation, and the certificate or other evidence of coverage shall provide that if the same policy applies to activities of Proposer not covered by this Contract then the limits in the applicable certificate relating to the additional insured coverage of TCRTA shall pertain only to liability for activities of Proposer under this Contract, and that the insurance provided is primary coverage to TCRTA with respect to any insurance or self-insurance programs maintained by TCRTA.

5. Deductibles/Retentions

Any deductibles or self-insured retentions shall be declared to, and be subject to approval by, TCRTA's Risk Manager, which approval shall not be denied unless the TCRTA's Risk Manager determines that the deductibles or self-insured retentions are unreasonably large in relation to compensation payable under this Contract and the risks of liability associated with the activities required of Proposer by this Contract. At the option of and upon request by TCRTA's Risk Manager if it is determined that such deductibles or retentions are unreasonably high, either the insurer shall reduce or eliminate such deductibles or self-insurance retentions as respects TCRTA, its officers, employees, agents and volunteers or Proposer shall procure a bond

guaranteeing payment of losses and related investigations claims administration and defense expenses.

- **Property Insurance**

  Property insurance with Special Form coverage including theft, but excluding earthquake, with limits at least equal to the replacement cost of Proposer's business personal property and equipment to be used in the performance of this Contract.

- **Employee Theft/Crime Insurance**

  Proposer shall provide an employee theft/crime insurance policy covering Proposer's employees or outsiders for loss of or damage to money, securities or other property resulting from theft. The following limits of liability should apply:

  Employee Dishonesty - $250,000
  Client Property Blanket Bond - $250,000
  Computer Fraud - $250,000
  Inside or Outside Premises - $50,000
  Depositors Forgery - $250,000

  Proposer shall reimburse TCRTA for all losses within the deductible and for insured losses, the cost to prove the loss, accountant's fees, defense costs including attorneys and any other fees associated with a claim.

6. Compliance with Federal Laws and Regulations

The Contract is financed in part with funding received under FTA Section 5307 and 5311 of the Federal Transit Act. All services performed by Proposer pursuant to this Agreement shall be performed in accordance and full compliance with all applicable federal laws and requirements including, but not limited the Federal Terms provided in Attachment H and I.

7. Conflict of Interest

Proposer covenants that it presently has no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of service required to be performed under this Agreement. Proposer

further covenants that in the performance of this Agreement, no person having such interest shall be employed by Proposer.

8. Conflict of Transportation Interests

Proposer shall not divert any revenues, passengers, or other business from TCRTA to any taxi or other transportation operation of Proposer.

9. Conflicting Use

Proposer shall not use any vehicle, equipment, personnel, or other facilities which are dedicated to TCRTA for performing services under this Agreement for any use whatsoever other than provided for in this Agreement without the prior approval of TCRTA.

10. Audit; Retention of Records

Proposer shall allow the authorized representatives of TCRTA, the U.S. Department of Transportation, and the Comptroller General of the United States and the California State Controller's Office to inspect and audit all data and records of the Proposer relating to performance under this Agreement. Such audit shall be allowed upon reasonable notice of any aforementioned agency. Further, Proposer shall maintain all required records for three years after final payment under this Agreement and until all other pending matters are closed.

11. Compliance with Laws, Rules, Regulations

All services performed by Proposer pursuant to this Agreement shall be performed in accordance and full compliance with all applicable federal, state, or local statutes, and any rules or regulations promulgated thereunder.

Proposer shall pay all taxes required to be paid by it by any applicable federal, state, or local statute, including the Business License Tax levied by Tulare County. Further, Proposer shall secure, on its own behalf, or on behalf of TCRTA if requested, any and all licenses and permits required by law. Proposer shall assure that all of its employees operating TCRTA vehicles possess a valid, current Class B California Driver's License with appropriate endorsements. Proposer shall not be required to secure a Federal Communications Commission License for the TCRTA radio system. Such license shall be secured by TCRTA and provided to Proposer.

12. Changes in Laws

In the event any federal, State, or local law, rule, regulation or ordinance becomes operative during the term of this Agreement that has the effect of increasing Proposer's operating costs, to include, but not limited to, laws, rule, regulations, or ordinances pertaining to environmental protection or climate change, such as carbon credits, or new taxes imposed based on energy consumption; changes in the Americans with Disabilities Act; or government mandated increases to employee wages and/or benefits, to include health care benefits, TCRTA and Proposer shall meet and confer regarding the potential impact of these unanticipated additional costs and may negotiate an equitable adjustment to Proposer's rates to compensate Proposer for the unanticipated increase in costs.

13. Sale, Transfer, Delegation, and Subletting

Proposer agrees that it will not sell, assign or transfer in whole or in part any right, title or interest it possesses by reason of this Agreement nor delegate or sublet its duties to any other person or entity without first obtaining the written consent of the TCRTA to such sale, assignment, or transfer delegation or subletting. In the event of any violation of this Section, TCRTA may immediately terminate this Agreement.

14. Severability

In the event any provision of the contract is declared or determined to be unlawful, invalid, or unconstitutional, such declaration shall not affect, in any manner, the legality of the remaining provisions of the contract and each provision of the contract will be and is deemed to be separate and severable from each other provision.

15. Jurisdiction/Venue/Waiver of Removal

This Agreement shall be administered and interpreted under the laws of the State of California. Jurisdiction of litigation arising from this Agreement shall be in that State. Any action brought to interpret or enforce this Agreement, or any of the terms or conditions hereof, shall be brought in Tulare County, California. The Proposer hereby expressly waives any right to remove any action to a county other than Tulare County as permitted pursuant to Section 394 of the California Code of Civil Procedure.

16. Dispute Resolution - Mediation

If a dispute arises out of or relates to this Agreement, or the breach thereof, and if said dispute cannot be settled through negotiation, the parties agree first to try in good faith to settle the dispute by non-binding mediation before resorting to litigation or some other dispute resolution procedure, unless the parties mutually agree otherwise. The mediator shall be mutually selected by the parties, but in case of disagreement, the mediator shall be selected by lot from among two nominations provided by each party. All costs and fees required by the mediator shall be split equally by the parties; otherwise each party shall bear its own costs of mediation. If mediation fails to resolve the dispute within thirty (30) days, either party may pursue litigation to resolve the dispute.

17. Waivers

The waiver by either party of any breach or violation of any term, covenant, provision or condition of this Agreement or of any ordinance, regulation or law shall not be deemed to be a future waiver of such term, covenant, provision, condition, ordinance, regulation, or law or a waiver of any other term, covenant, provision, condition, ordinance, regulation, or law. The subsequent payment by TCRTA of any compensation or other money which may become due hereunder shall not be deemed a waiver of any preceding breach or violation by Proposer of any term, covenant, condition, or provision of this Agreement or of any applicable ordinance, regulation or law.

18. Construction

This Agreement reflects the contributions of both parties and accordingly the provisions of Civil Code section 1654 shall not apply to address and interpret any uncertainty.

19. Conflict with Laws or Regulations/Severability

This Agreement is subject to all applicable laws and regulations. If any provision of this Agreement is found by any court or other legal authority, or is agreed by the parties, to be in conflict with any code or regulation governing its subject, the conflicting provision shall be considered null and void. The remainder of the Agreement shall continue in full force and effect.

20. No Third-Party Beneficiaries

Unless specifically set forth, the parties to this Agreement do not intend to provide any other party with any benefit or enforceable legal or equitable right or remedy.

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Exhibit F = Special COVID-19 Service Requirements

Section 5 – Special COVID-19 Service Requirements

1. Service During COVID-19

TCRTA may temporarily reduce operating hours due to decreased demand during the coronavirus pandemic.

2. Proposer COVID-19 Safety Requirements

The below standards may be superseded by the County's Health Order, Metropolitan Transportation Commission, State of California, or Federal government agencies.

3. Vehicle and Cleaning Requirements

All vehicles must be sanitized daily. Vehicles that may have had drivers or passengers infected by COVID-19 must be immediately removed from service and sterilized. Public facilities maintained by Proposer must be sterilized weekly, spot cleaning in high touch areas will be sterilized daily. TCRTA vehicles and facilities may be subject to additional cleanliness and sterilization mandated by County, Regional, State, and Federal agencies. The Proposer will adhere to TCRTA guidance.

4. Staff Requirements

Proposer shall abide by public health guidelines including the guidelines, rules and regulations set forth by the County, Regional, State and Federal agencies. Proposers staff who are ill or experiencing COVID-19 symptoms or suffering from COVID-19 shall not be allowed to perform services that encounter the public until cleared by a health professional or other appropriate clearance. TCRTA is to be notified if any Proposers staff who has contact with the public contact COVID-19. Proposers staff will: 1) adhere to wearing masks (unless in an isolated office with no other workers), washing hands/maintaining cleanliness, and physical distancing; 2) request that passengers adhere to wearing masks and observe physical distancing standards; and 3) spot check to ensure all requirements established by County, Regional, State, and Federal requirements are being adhered to.

5. Proposer COVID-19 Expense Tracking Requirements

Proposer invoices should include a separate line item(s) for expenses incurred as a result of the COVID-19 pandemic. The Price List sheets includes a line item for COVID-19 related expenses, which must be filled out based on Proposer's projections. COVID-19 information will be also used to complete federal and potentially other reporting requirements or needs.

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Exhibit G = Federal Contract Clauses

Attachment H – Federal Clauses

FEDERAL CONTRACT CLAUSES

Federal Transit Administration and California Department of Transportation Required Provisions
Parties referenced in the following clauses are defined as:

"Awarding Agency" is the subrecipient of the State of California Department of Transportation.
"PROJECT" is the Awarding Agency's federally supported project.
"CONTRACTOR" is the third-party vendor who has entered into this third-party contract with the Awarding Agency to provide goods or services directly to the Awarding Agency for the accomplishment of the PROJECT.
"Subagreements" are agreements made between the CONTRACTOR and any subcontractors to facilitate the accomplishment of this third-party contract.

For All Third-Party Contract Awards Excluding Micro-Purchases, Except Construction Contracts Exceeding $2,000.00

No Obligation to Third Parties by use of a Disclaimer

A. No Federal Government Obligation to Third Parties. The CONTRACTOR agrees that, absent of the Federal Government's express written consent, the Federal Government shall not be subject to any obligations or liabilities to any contractor, any third-party contractor, or any other person not a party to the Grant Agreement in connection with the performance of the PROJECT. Notwithstanding any concurrence provided by the Federal Government in or approval of any solicitation, or third-party agreement, the Federal Government continues to have no obligation or liabilities to any party, including the CONTRACTOR or third-party contractor.
B. Third-Party Contracts and Subagreements Affected. To the extent applicable, federal requirements extend to third-party contractors and their contracts at every tier, and to the subagreements of third-party contractors and the subagreements at every tier. Accordingly, the CONTRACTOR agrees to include, and to require its third-party contractors to include appropriate clauses in each third-party contract and each subagreement financed in whole or in part with financial assistance provided by the FTA.
C. No Relationship between the California Department of Transportation and Third-Party Contractors. Nothing contained in this Contract or otherwise, shall create any contractual relationship, obligation or liability between the California Department of Transportation and any third-party contractors, and no third-party contract shall relieve the CONTRACTOR of his responsibilities and obligations hereunder. The CONTRACTOR agrees to be fully responsible to the Awarding Agency for the acts and omissions of its third-party contractors and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by the CONTRACTOR. The CONTRACTOR'S obligation to pay its third-party contractors is an independent obligation from the Awarding Agency's obligation to make payments to the CONTRACTOR. As a result, the California Department of Transportation shall have no obligation to pay or to enforce the payment of any moneys to any third-party contractor.

D. Obligations on Behalf of the California Department of Transportation. The CONTRACTOR shall have no authority to contract for or on behalf of, or incur obligations on behalf of the California Department of Transportation.

E. Awarding Agency Approval of Subagreements. The Awarding Agency shall approve in writing all proposed Subagreements, Memorandums of Understanding (MOU), or similar documents relating to the performance of the Contract prior to implementation. The CONTRACTOR agrees that it will not enter into any Subagreements unless the same are approved in writing by the Awarding Agency. Any proposed amendments or modifications to such Subagreements must be approved by the Awarding Agency prior to implementation.

Program Fraud and False or Fraudulent Statements or Related Acts

A. The CONTRACTOR acknowledges that the provisions of the Program Fraud Civil Remedies Act of 1986, as amended, 31 U.S.C. Section 3801 et seq. and US Department of Transportation regulations, "Program Fraud Civil Remedies," 49 CFR Part 31, apply to its actions pertaining to this PROJECT. Upon execution of an underlying contract, the CONTRACTOR certifies or affirms the truthfulness and accuracy of any statement it has made, it makes, it may make, or causes to be made, and pertaining to the underlying contract or the federally assisted PROJECT for which this contracted work is being performed. In addition to other penalties that may be applicable, the CONTRACTOR further acknowledges that if it makes, or causes to be made, a false, fictitious, or fraudulent claim, statement, submission, or certification, the Federal Government reserves the right to impose the penalties of the Program Fraud Civil Remedies Act of 1986 in the CONTRACTOR to the extent the Federal Government deems appropriate.

B. The CONTRACTOR also acknowledges that if it makes, or causes to be made, a false, fictitious, or fraudulent claim, statement, submission, or certification to the Federal Government under a contract connected with a PROJECT that is financed in whole or in part with federal assistance originally awarded by the FTA under the authority of 49 U.S.C. Section 5307, the Government reserves the right to impose the penalties of 18 U.S.C. Section 1001 and 49 U.S.C. Section 5307(n)(1) on the CONTRACTOR, to the extent the Federal Government deems appropriate.

C. The CONTRACTOR agrees to include the above two clauses in each subagreement financed in whole or in part with Federal Assistance provided by the California Department of Transportation. It is further agreed that these clauses shall not be modified, except to identify the subcontractor who will be subject to the provisions.

Access to Records

The Awarding Agency, the California Department of Transportation, the State Auditor General, and any duly authorized representative of the Federal government shall have access to any books, records, and documents of the CONTRACTOR and its subcontractors that are pertinent to this Contract of audits, examinations, excerpts, and transactions, and copies thereof shall be furnished if requested. The CONTRACTOR shall include a clause to this effect in every subagreement entered into relative to the PROJECT.

Record Keeping

The CONTRACTOR and all subcontractors shall maintain all books, documents, papers, accounting records, and other evidence pertaining to the performance of this Contract. All parties shall make such materials available at their respective offices at all reasonable times during the performance and for three (3) years from the date of final payment under this Contract and all subagreements.

Accounting Records

The CONTRACTOR shall establish and maintain separate accounting records and reporting procedures specified for the fiscal activities of the PROJECT. The CONTRACTOR'S accounting system shall conform to generally accepted accounting principles (GAAP) and uniform standards that may be established by California Department of Transportation. All records shall provide a breakdown of total costs charged to the PROJECT including properly executed payrolls, time records, invoices, and vouchers.

Federal Changes, Amendments to State, and Local Laws, Regulations, and Directives

The terms of the most recent amendments to any federal, State, or local laws, regulations, FTA directives, and amendments to the grant or cooperative contract that may be subsequently adopted, are applicable to the PROJECT to the maximum extent feasible, unless the California Department of Transportation provides otherwise in writing.

Civil Rights (Title VI, EEO, & ADA)

During the performance of this Contract, the CONTRACTOR its assignees and successors in interest, agree to comply with all federal statutes and regulations applicable to grantee subrecipients under the Federal Transit Act, including, but not limited to the following:

A. Race, Color, Creed, National Origin, Sex. In accordance with Title VI of the Civil Rights Act, as amended, 42 U.S.C. Section 2000e, and federal transit law at 49 U.S.C. Section 5332, the CONTRACTOR Agrees to comply with all applicable equal employment opportunity (EEO) requirements of the U.S. Department of Labor (U.S. DOL) regulations, "Office of Labor," 41 CFR Parts 60 et seq., (which implement Executive Order No. 11246, "Equal Employment Opportunity," as amended by Executive Order No. 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," 42 U.S.C. Section 2000e note), and with any applicable federal statutes, executive orders, regulations, and federal policies that may in the future affect construction activities undertaken in the course of the PROJECT. The CONTRACTOR agrees to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, creed, national origin, sex, or age. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation; and selection from training, including apprenticeship. In addition, the CONTRACTOR agrees to comply with any implementing requirements the California Department of Transportation any issue.

B. Nondiscrimination. The CONTRACTOR, with regard to the work performed by it during the contract term shall act in accordance with Title VI. Specifically, the CONTRACTOR shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of subcontractors, including procurement of materials and leases of equipment. The CONTRACTOR shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the U.S. Department of Transportation's Regulations, including employment practices when the Contract covers a program whose goal is employment. Further, in accordance with Section 102 of the Americans with Disabilities Act (ADA), as amended, 42 U.S.C. Section 12112, the CONTRACTOR agrees that it will comply with the requirements of U.S. Equal Employment Opportunity Commission, "Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act," 29 CFR Part 1630, pertaining to employment of persons with disabilities. In addition, the CONTRACTOR agrees to comply with any implementing requirements the California Department of Transportation may issue.

C. Solicitations for Subcontractors Including Procurements of Materials and Equipment. In all solicitations, either by competitive bidding or negotiation by the CONTRACTOR for work performed under a subagreement, including procurements of materials or leases of equipment, each potential subcontractor or supplier shall be notified by the CONTRACTOR of the subcontractor's obligations under this Contract and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin.

D. Information and Reports. The CONTRACTOR shall provide all information and reports required by the Regulations, or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information and its facilities as may be determined by the Awarding Agency or the California Department of Transportation to be pertinent to ascertain compliance with such Regulations or directives. Where any information required of a CONTRACTOR is in the exclusive possession of another who fails or refuses to furnish the information, the CONTRACTOR shall certify to the Awarding Agency of the California Department of Transportation as appropriate and shall set fourth what efforts it has made to obtain the information.

E. Sanctions for Noncompliance. In the event of the CONTRACTOR'S noncompliance with the nondiscrimination provisions of the Contract, the Awarding Agency shall:
    1. Withholding of payment to the CONTRACTOR under the Contract until the CONTRACTOR complies, and/or
    2. Cancellation, termination, or suspension of the Contract, in whole or in part.

F. Incorporation of Provisions. The CONTRACTOR shall include the provisions of these paragraphs A through F in every subagreement, including procurements of materials and leases of equipment, unless exempt by the Regulations or directives issued pursuant thereto. The CONTRACTOR will take such action with respect to any subcontractor or procurement as the Awarding Agency or the California Department of Transportation may direct as a means of enforcing such provisions including sanctions for noncompliance; provided, however, that in the event a CONTRACTOR becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such directions, the CONTRACTOR may request the Awarding Agency to enter into such litigation to

protect the interest of the Awarding Agency, and, in addition, the CONTRACTOR may request the California Department of Transportation to enter into such litigation to protect the interests of the California Department of Transportation.

G. Section 504 and Americans with Disabilities Act Program Requirements
The CONTRACTOR will comply with 49 CFR Parts 27, 37, and 38, implementing and Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. Section 794, as amended.

Incorporation of FTA Terms

Incorporation of Federal Transit Administration (FTA) Terms - The preceding provisions include, in part, certain Standard Terms and Conditions required by DOT, whether or not expressly set forth in the preceding contract provisions. All contractual provisions required by DOT, as set forth in FTA Circular 4220.1F are hereby incorporated by reference. Anything to the contrary herein notwithstanding, all FTA mandated terms shall be deemed to control in the event of a conflict with other provisions contained in this Agreement. The CONTRACTOR shall not perform any act, fail to perform any act, or refuse to comply with any California Department of Transportation requests which would cause the California Department of Transportation to be in violation of the FTA terms and conditions. The CONTRACTOR shall not perform any act, fail to perform any act, or refuse to comply with any Awarding Agency requests which would cause the Awarding Agency to be in violation of the FTA terms and conditions.

Energy Conservation

The CONTRACTOR agrees to comply with the mandatory energy efficiency standards and policies within the applicable California Department of Transportation energy conservation plans issued in compliance with the Energy Policy and Conservation Act, 42, U.S.C. Section 6321 et seq.

Awards Exceeding $10,000.00

Additional Termination Provisions

A. Termination for Convenience (General Provision). When it is in the Awarding Agency's best interest, the Awarding Agency reserves the right to terminate this Contract, in whole or in part, at any time by providing a TEN (10) DAY WRITTEN NOTICE to the CONTRACTOR. The CONTRACTOR shall be paid its costs, including contract closeout costs, and profit on work performed up to the time of termination. The CONTRACTOR shall promptly submit its termination claim to the Awarding Agency. If the CONTRACTOR has any property in its possession belonging to the Awarding Agency, the CONTRACTOR will account for the same, and dispose of it in the manner the Awarding Agency directs.

B. Termination for Default (General Provision). If the CONTRACTOR does not deliver supplies in accordance with the contract delivery schedule, or, if the contract is for services, the CONTRACTOR fails to perform in the manner called for in the contract, or if the CONTRACTOR fails to comply with any other provisions of the contract, the Awarding Agency may terminate this contract for default. Termination shall be effected by serving a notice of termination on the CONTRACTOR setting forth the manner in which the CONTRACTOR is in default. The CONTRACTOR will only be paid the contract price for

supplies delivered and accepted, or services performed in accordance with the manner of performance set forth in the contract. If it is later determined by the Awarding Agency that the CONTRACTOR had an excusable reason for not performing, such as a strike, fire, or flood, events which are not the fault of or are beyond the control of the CONTRACTOR, the Awarding Agency, after setting up a new delivery of performance schedule, may allow the CONTRACTOR to continue work, or treat the termination as a termination for convenience.

C. Mutual Termination. The PROJECT may also be terminated if the Awarding Agency and the CONTRACTOR agree that its continuation would not produce beneficial results commensurate with the further expenditure of funds or if there are inadequate funds to operate the PROJECT equipment or otherwise complete the PROJECT.

Awards Exceeding $25,000.00

Debarment and Suspension

A. The CONTRACTOR agrees to comply with the requirements of Executive Order Nos. 12549 and 12689, "Debarment and Suspension," 31 U.S.C. Section 6101 note; and U.S. DEPARTMENT OF TRANSPORTATION regulations on Debarment and Suspension and 49 CFR Part 29.
B. Unless otherwise permitted by the California Department of Transportation, the CONTRACTOR agrees to refrain from awarding any third-party contract of any amount to or entering into any sub-contract of any amount with a party included in the "U.S. General Services Administration's (U.S. GSA) List of Parties Excluded from Federal procurement and Non-procurement Program," implementing Executive Order Nos. 12549 and 12689, "Debarment and Suspension" and 49 CFR Part 29. The list also include the names of parties debarred, suspended, or otherwise excluded by agencies, and contractors declared ineligible for contract award under statutory or regulatory authority other than Executive Order Nos. 12546 and 12689.
C. Before entering into any subagreements with any subcontractor, the CONTRACTOR agrees to obtain a debarment and suspension certification from each prospective recipient containing information about the debarment and suspension status and other specific information of that awarding agency and its "principals," as defined at 49 CFR Part 29.
D. Before entering into any third-party contract exceeding $25,000.00, the CONTRACTOR agrees to obtain a debarment and suspension certification from each third-party contractor containing information about the debarment and suspension status of that third-party contractor and its "principals," as defined at 49 CFR 29.105(p). The CONTRACTOR also agrees to require each third-party contractor to refrain from awarding any subagreements of any amount, at any tier, to a debarred or suspended subcontractor, and to obtain a similar certification for any third-party subcontractor, at any tier, seeking a contract exceeding $25,000.00.

Awards Exceeding $100,000.00

Provisions for Resolution of Disputes, Breaches, or Other Litigation

The Awarding Agency and the CONTRACTOR shall deal in good faith and attempt to resolve potential disputes informally. If the dispute persists, the CONTRACTOR shall submit to the Awarding Agency Representative for this Contract or designee a written demand for a decision regarding the disposition of any dispute arising under this Contract. The Awarding Agency Representative shall make a written decision regarding the dispute and will provide it to the CONTRACTOR. The CONTRACTOR shall have the opportunity to challenge in writing within ten (10) working days to the Awarding Agency's Executive Director or his/her designee. If the CONTRACTOR'S challenge is not made within the ten (10) day period, the Awarding Agency Representative's decision shall become the final decision of the Awarding Agency. The Awarding Agency and the CONTRACTOR shall submit written, factual information and supporting data in support of their respective positions. The decision of the Awarding Agency shall be final, conclusive, and binding regarding the dispute, unless the CONTRACTOR commences an action in court of competent jurisdiction to contest the decision in accordance with Division 3.6 of the California Government Code.

Lobbying

A. The CONTRACTOR agrees that it will not use federal assistance funds to support lobbying. In accordance with 31 U.S.C. and U.S. Department of Transportation Regulations, "New Restrictions on Lobbying." 49 CFR Part 20, if the bid is for an award for $100,000.00 or more the Awarding Agency will not make any federal assistance available to the CONTRACTOR until the Awarding Agency has received the CONTRACTOR'S certification that the CONTRACTOR has not and will not use federal appropriated funds to pay any person or organization to influence or attempt to influence an officer or employee of any federal agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any federal grant, cooperative agreement, or any other federal award from which funding for the PROJECT is originally derived, consistent with 31 U.S.C. Section 1352, and;
B. If applicable, if any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an office or employee of any federal agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress, in connection with this federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with the form instructions.
C. The CONTRACTOR shall require that the language of the above two clauses be included in the award documents for all sub-awards at all tiers (including subagreements, sub-grants, and contracts under grants, loans, and cooperative agreements) which exceed $100,000.00 and that all awarding agencies shall certify and disclose accordingly. This Contract is a material representation of facts upon which reliance was placed when the Contract was made or entered into. These provisions are a prerequisite for making or entering into a Contract imposed by Section 1352, Title 31, U.S. Code. Any person who

fails to comply with these provisions shall be subject to a civil penalty of not less than $10,000.00 and not more than $100,000.00 for each failure.

Clean Air

A. The CONTRACTOR agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. Section 7401 et seq. The CONTRACTOR agrees to report each violation to the Awarding Agency and understands and agrees that the Awarding Agency will, in turn, report each violation as required to assure notification to FTA and the appropriate EPA Regional Office.
B. B. The CONTRACTOR also agrees to include these requirements in each subagreement exceeding $100,000 financed in whole or in part with Federal assistance provided by FTA.

Clean Water

A. The CONTRACTOR agrees to comply with all applicable standards, orders or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq. The CONTRACTOR agrees to report each violation to the Awarding Agency and understands and agrees that the Awarding Agency will, in turn, report each violation as required to assure notification to FTA and the appropriate EPA Regional Office.
B. The CONTRACTOR also agrees to include these requirements in each subagreement exceeding $100,000 financed in whole or in part with Federal assistance provided by FTA.

Awards Exceeding $150,000.00

Buy America

The CONTRACTOR shall comply with the Buy-America requirements of 49 U.S.C. 5323(j) and 49 CFR Part 661 for all procurements of steel, iron, and manufactured products used in PROJECT. Buy-America requirements apply to all purchases, including materials and supplies funded as operating costs, if the purchase equals or exceeds $150,000.00. Separate requirements for rolling stock are set out at 49 U.S.C. 5323(j)(2)(c) and 49 CFR 661.11. Rolling stock must be assembled in the United States and have a 60 percent domestic content.

Awards with Transport of Property or Persons

U.S. Flag Requirements (Cargo Preferences)(Fly America)

A. Shipments by Air Carrier. For third-party contracts that may involve shipments of federally assisted property by air carrier, the CONTRACTOR and subagreements must comply with the "Fly America" Act and 49 U.S.C. Section 40118, "Use of United States of America Flag Carriers," and 41 CFR Section 301-10.131 through 301-10.143.
B. Project Travel. In accordance with Section 5 of the International Air Transportation Fair Competitive Practices Act of 1973, as amended, ("Fly America" Act), 49 U.S.C. 40118 and 41 CFR Part 301-10, the CONTRACTOR and all subcontractors are required to use U.S. Flag air carriers for U.S. Government-financed international air travel and transportation, to the extent such service is available or applicable.

Awards with Transit Operations

Transit Employee Protective Arrangements (Transit Operation Only)

The CONTRACTOR agrees to comply with applicable transit employee protective requirements, as follows:

A. The CONTRACTOR agrees to carry out the transit operations work on the underlying contract in compliance with terms and conditions determined by the U.S. Secretary of Labor to be fair and equitable to protect the interests of employees employed under this Contact and to meet the employee protective requirements of 49 U.S.C. 5333(b), and U.S.DOL guidelines at 29 CFR Part 215, and any amendments there to.
B. The CONTRACTOR also agrees to include the applicable requirements in each subagreement involving transit operations financed in whole or in part with federal assistance provided by the FTA.

Charter Service Operations

(Transit Operation and Rolling Stock Only) The CONTRACTOR agrees to comply with 49 U.S.C. Section 5323(d) and 49 CFR Part 604, which provides that recipients and awarding agencies of the FTA assistance are prohibited from providing charter service using federally funded equipment or facilities if there is at least one private charter operator willing and able to provide the service, except under one of the exceptions listed at 49 CFR-Subpart B. Any charter service provided under one of the exceptions must be "incidental," i.e., it must not interfere with or detract from the provision of mass transportation. The CONTRACTOR assures and certifies that the revenues generated by its incidental charter bus operations (if any) are, and shall remain, equal to or greater than the cost (including depreciation on federally assisted equipment) of providing the service. The CONTRACTOR understands that the requirements of 49 CFR Part 604 will apply to any charter service provided, the definitions in 49 CFR part 604 apply to this contract, and any violation of this contract may require corrective measures and the imposition of penalties, including debarment from the receipt of further federal assistance for transportation.

School Bus Operations

(Transit Operation and Rolling Stock Only) Pursuant to 49 U.S.C. 5323(F) and 49 CFR Part 605, the CONTRACTOR agrees that it and all its subcontractors will: (1) engage in school transportation operations in competition with private school transportation operators only to the extent permitted by an exception provided by 49 U.S.C. 5323(F) and implementing regulations, and (2) comply with requirements of 49 CFR Part 605 before providing any school transportation using equipment of facilities acquired with federal assistance awarded by the FTA and authorized by 49 U.S.C. Chapter 53 or Title 23 U.S.C. for transportation projects. The CONTRACTOR understands that the requirements of 49 CFR Part 605 will apply to any school transportation it provides, that the definitions of 49 CFR Part 605 apply to any school transportation agreement, and a violation of the contract may require corrective measures and the imposition of penalties, including debarment from the receipt of further federal assistance for transportation.

Vehicle Operator Licensing

The CONTRACTOR is required to comply with all applicable requirements of the Federal Motor Carrier Safety Administration regulations and the California Vehicle Code including, but not limited to, the requirement that all vehicle operators have a valid State of California driver's license, including any special operator license that may be necessary for the type of vehicle operated.

Drug-Free Workplace (FTA Section 5307 & 5311 Awards)

The CONTRACTOR certifies by signing a Contract with the Awarding Agency that it will provide a drug-free workplace, and shall establish policy prohibiting activities involving controlled substances in compliance with Government Code Section 8355, et seq. The CONTRACTOR is required to include the language of this paragraph in award documents for all sub-awards at all tiers (including subagreements, sub-grants, and contracts under grants, loans, and cooperative agreements) and that all awarding agencies shall disclose accordingly. To the extent the CONTRACTOR, any third-party contractor at any tier, any awarding agency at any tier, or their employees, perform a safety sensitive function under the PROJECT, the CONTRACTOR agrees to comply with, and assure the compliance of each affected third-party contractor at any tier, each affected awarding agency at any tier, and their employees with 49 U.S.C. Section 5331, and the FTA regulations, "Prevention of Alcohol Misuse and Prohibited Drug use in Transit Operations," 49 CFR Part 655.

The CONTRACTOR agrees to establish and implement a drug and alcohol testing program that complies with 49 CFR Part 655, produce any documentation necessary to establish its compliance with Part 655, and permit any authorized representative of the United States Department of Transportation or its operating administrations, the California Department of Transportation, or the Awarding Agency to inspect the facilities and records associated with the implementation of the drug and alcohol testing program as required under 49 CFR Part 655 and review the testing process. The CONTRACTOR agrees further to certify annually its compliance with Part 655 before May 1 and to submit the Management Information System (MIS) reports before May 1 to TCRTA Transit Manager or Designee. To certify compliance the CONTRACTOR shall use the "Substance Abuse Certifications" in the "Annual List of Certifications and Assurances for Federal Transit Administration Grants and Cooperative Agreements," which is published annually in the Federal Register.

Miscellaneous Special Requirements

Intelligent Transportation Systems (ITS) National Architecture

To the extent applicable, the CONTRACTOR agrees to conform to the National Intelligent Transportation System (ITS) Architecture and Standards as required by 23 U.S.C. Section 517(d), 23 U.S.C. Section 512 note, and 23 CFR Part 655 and 940, and follow the provisions of the FTA Notice, "FTA National ITS Architecture Policy on Transit projects," 66 Fed. Reg. 1455 et seq., January 8, 2001, and any other implementing directives the FTA may issue at a later date, except to the extent the FTA determines otherwise in writing.

DBE Contract Assurance

The CONTRACTOR, or SUBCONTRACTOR shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. The CONTRACTOR or SUBCONTRACTOR shall carry out applicable requirement of 49 CFR Part 26 in the award and administration of [Federal] DOT-assisted contracts. Failure by the CONTRACTOR or SUBCONTRACTOR to carry out these requirements is a material breach of this contract, which may result in the termination of the Standard Agreement between the STATE and the Awarding Agency, the termination of this contract by the Awarding Agency, or such other remedy the STATE or Awarding Agency deems appropriate, which may include, but is not limited to:

1. Withholding monthly progress payments;
2. Assessing sanctions;
3. Liquidated damages; and/or
4. Disqualifying the CONTRACTOR from future bidding as non-responsive.

Awarding Agency shall notify the CALTRANS DBELO in the event the Awarding Agency finds the CONTRACTOR or SUBCONTRACTOR is in violation of 49 CFR Part 26 within five (5) business days the finding is made.

The following Special Program(s) are applicable to this RFP.

DBE Participation Goal

This contract is subject to the requirements of Title 49, Code of Federal Regulations, Part 26, Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs. The contract goal for participation of Disadvantaged Business Enterprises (DBE) for this contract is 2%.

Offerors are required to document sufficient DBE participation to meet the contract goals or, alternatively, document adequate good faith efforts to do so, as provided for in 49 CFR 26.53 (3)(i)(A). Award of this contract is conditioned on submission of the following:

1. If the offer meets the DBE contract goal the offeror must include with the offer a completed ADM-0227F form.
2. If the offer cannot meet the DBE contract goal the offeror must include with the offer a completed ADM-0312F form that documents the offeror's good faith efforts (GFE) and ADM-0227F form. The Awarding Agency must document concurrence with the offeror's GFE and provide a copy of the GFE to Caltrans DRMT Compliance Liaison for additional concurrence prior to contract award.

The CONTRACTOR shall not terminate the DBE subcontractors listed on ADM-0227f without the Awarding Agency's prior written consent and concurrence from the CALTRANS DBELO. The Awarding Agency may provide such written consent only if the CONTRACTOR has good cause to terminate the DBE firm. Before transmitting a request to terminate, the CONTRACTOR shall give

notice in writing to the DBE SUBCONTRACTOR of its intent to terminate and the reason for the request.

The CONTRACTOR shall give the DBE five (5) days to respond to the notice and advise of the reasons why it objects to the proposed termination. When a DBE subcontractor is terminated or fails to complete its work on the contract for any reason, the CONTRACTOR shall make good faith efforts (GFE) to find another DBE subcontractor to substitute for the original DBE and immediately notify the Awarding Agency in writing of its efforts to replace the original DBE. These good faith efforts shall be directed at finding another DBE to perform at least the same amount of work under the Contract as the DBE that was terminated, to the extent needed to meet the Contract goal established for this procurement.

Continued Compliance

The Awarding Agency shall monitor the CONTRACTOR'S DBE compliance during the life of this contract and submit to the STATE a completed ADM-3069 form in each their request for reimbursement (RFR) packet.

Prompt Payment and Return of Retainage

A. The Awarding Agency shall comply with 49 CFR Part 26.29 and ensure the CONTRACTOR pay its subcontractors performing work satisfactorily completed related to this contract no later than thirty (30) days after the CONTRACTOR's receipt of payment for that work from the Awarding Agency.
B. Unless the approved project is for Construction, the CONTRACTOR shall not hold retainage (withhold retention) from any subcontractor. The STATE shall not hold retainage (i.e., withhold retention) from any CONTRACTOR.
C. If a dispute arises regarding Construction projects only, the CONTRACTOR may exercise its rights under California Public Contract Code (PCC) Sections 10262 and 10262.5 or California Business and Professions Code (BPC) Section 7108.5, as applicable.
D. The CONTRACTOR is required to pay its subcontractors for satisfactory performance of work related to this Agreement no later than 30 days after the CONTRACTOR's receipt of payment for that work from the Awarding Agency. In addition, the CONTRACTOR is required to return any retainage (retention) payment to any subcontractor within 30 days after the subcontractor's work related to this Agreement is satisfactorily completed.

Recycled Products

The CONTRACTOR agrees to comply with all the requirements of Section 6002 of the Resource Conservation and Recovery Act (RCRA), as amended (42 U.S.C. 6962), including but not limited to the regulatory provisions of 40 CFR Part 247, and Executive Order 12873, as they apply to the procurement of the items designated in Subpart B of 40 CFR Part 247.

FTA Master Agreement 27 Required DBE Clause under Civil Rights – Section 12(e): To the extent authorized by applicable federal laws, regulations, or requirements, the Recipient agrees to facilitate, and assures that each Third Party Participant will facilitate, participation by small

business concerns owned and controlled by socially and economically disadvantaged individuals, also referred to as "Disadvantaged Business Enterprises" (DBEs), in the Underlying Agreement as follows: (1) Statutory and Regulatory Requirements. The Recipient agrees to comply with: (i) Section 1101(b) of the FAST Act, 23 U.S.C. § 101 note; (ii) U.S. DOT regulations, "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs," 49 CFR Part 26; and (iii) Federal transit law, specifically 49 U.S.C. § 5332, as provided in section 12 of this Master Agreement. (2) DBE Program Requirements. A Recipient that receives planning, capital and/or operating assistance and that will award prime third party contracts exceeding $250,000 in a federal fiscal year must have a DBE program that is approved by FTA and meets the requirements of 49 CFR Part 26. (3) Special Requirements for a Transit Vehicle Manufacturer (TVM). The Recipient agrees that: (i) TVM Certification. Each TVM, as a condition of being authorized to bid or propose on FTA-assisted transit vehicle procurements, must certify that it has complied with the requirements of 49 CFR Part 26; and (ii) Reporting TVM Awards. Within 30 days of any third party contract award for a vehicle purchase, the Recipient must submit to FTA the name of the TVM contractor and the total dollar value of the third party contract, and notify FTA that this information has been attached in TrAMS. The Recipient must also submit additional notifications if options are exercised in subsequent years to ensure that the TVM is still in good standing. (4) Assurance. As required by 49 C.F.R. § 26.13(a): (i) Recipient Assurance. The Recipient agrees and assures that: (A) It must not discriminate based on race, color, national origin, or sex in the award and performance of any FTA or U.S. DOT-assisted contract, or in the administration of its DBE program or the requirements of 49 CFR Part 26; (B) It must take all necessary and reasonable steps under 49 CFR Part 26 to ensure nondiscrimination in the award and administration of U.S. DOT-assisted contracts; (C) Its DBE program, as required under 49 CFR Part 26 and as approved by U.S. DOT, is incorporated by reference and made part of the Underlying Agreement; and (D) Implementation of its DBE program approved by U.S. DOT is a legal obligation and failure to carry out its terms shall be treated as a violation of this Master Agreement. (ii) Subrecipient/Third Party Contractor/Third Party Subcontractor Assurance. The Recipient agrees and assures that it will include the following assurance in each subagreement and third party contract it signs with a Subrecipient or Third Party Contractor and agrees to obtain the agreement of each of its Subrecipients, Third Party Contractors, and Third Party Subcontractors to include the following assurance in every subagreement and third party contract it signs: (A) The Subrecipient, each Third Party Contractor, and each Third Party Subcontractor must not discriminate based on race, color, national origin, or sex in the award and performance of any FTA or U.S. DOT-assisted subagreement, third party contract, and third party subcontract, as applicable, and the administration of its DBE program or the requirements of 49 CFR Part 26; (B) The Subrecipient, each Third Party Contractor, and each Third Party Subcontractor must take all necessary and reasonable steps under 49 CFR Part 26 to ensure nondiscrimination in the award and administration of U.S. DOT-assisted subagreements, third party contracts, and third party subcontracts, as applicable; (C) Failure by the Subrecipient and any of its Third Party Contractors or Third Party Subcontractors to carry out the requirements of this subparagraph 12.e(4)(b) is a material breach of this subagreement, third party contract, or third party subcontract, as applicable; and (D) The following remedies, or such other remedy as the Recipient deems appropriate, include, but are not limited to, withholding monthly progress

payments, assessing sanctions, liquidated damages, and/or disqualifying the Subrecipient, Third Party Contractor, or Third Party Subcontractor from future bidding as non-responsible. (5) Remedies. Upon notification to the Recipient of its failure to carry out its approved program, FTA or U.S. DOT may impose sanctions as provided for under 49 CFR Part 26, and, in appropriate cases, refer the matter for enforcement under either or both 18 U.S.C. § 1001, and/or the Program Fraud Civil Remedies Act of 1986, 31 U.S.C. § 3801, et seq.

2 CFR Part 200.216 Prohibition on certain telecommunications and video surveillance services or equipment.

a) Recipients and subrecipients are prohibited from obligating or expending loan or grant funds to:
    1. Procure or obtain;
    2. Extend or renew a contract to procure or obtain; or
    3. Enter into a contract (or extend or renew a contract) to procure or obtain equipment, services, or systems that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. As described in Public Law 115-232, section 889, covered telecommunications equipment is telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities).

i. For the purpose of public safety, security of government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities).

ii. Telecommunications or video surveillance services provided by such entities or using such equipment.

iii. Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

b) In implementing the prohibition under Public Law 115-232, section 889, subsection (f), paragraph (1), heads of executive agencies administering loan, grant, or subsidy programs shall prioritize available funding and technical support to assist affected businesses, institutions and organizations as is reasonably necessary for those affected entities to transition from covered communications equipment and services, to procure replacement equipment and services, and to ensure that communications service to users and customers is sustained.

c) See Public Law 115-232, section 889 for additional information.

THIRD PARTY CONTRACT CLAUSES

Federal Transit Administration and California Department of Transportation Required Provisions

1. Source of Funding:

This contract entered on 05/25/2022 (DATE) between Tulare County Regional Transit Agency (TCRTA) (AWARDING AGENCY) and Transdev Services, Inc. (CONTRACTOR) for Transit Operations Services (PROJECT) is being funded with the following fund source(s) and amounts:

FUND SOURCE	AMOUNT
FTA 5311 FY 2022	$1,245,737
FTA 5311 FY 2023	$1,245,737
FTA 5307 FY 2022	$6,099,663

Parties referenced in the following clauses are defined as:

"AWARDING AGENCY" is the subrecipient of the State of California Department of Transportation.

"PROJECT" is the AWARDING AGENCY's federally-supported project.

"CONTRACTOR" is the third-party vendor who has entered into this third-party contract with the AWARDING AGENCY to provide goods or services directly to the AWARDING AGENCY for the accomplishment of the PROJECT.

"Subagreements" are agreements made between the CONTRACTOR and any subcontractors to facilitate the accomplishment of this third-party contract.

For All Third-Party Contract Awards Excluding Micro-Purchases, Except Construction Contracts Exceeding $2,000.00

No Obligation to Third-Parties by use of a Disclaimer

A. No Federal Government Obligation to Third Parties. The CONTRACTOR agrees that, absent of the Federal Government's express written consent, the Federal Government shall not be subject to any obligations or liabilities to any contractor, any third-party contractor, or any other person not a party to the Grant Agreement in connection with the performance of the PROJECT. Notwithstanding any concurrence provided by the Federal Government in or approval of any solicitation, or third-party agreement, the Federal Government continues to have no obligation or liabilities to any party, including the CONTRACTOR or third-party contractor.

B. Third-Party Contracts and Subagreements Affected. To the extent applicable, federal requirements extend to third-party contractors and their contracts at every tier, and to the subagreements of third-party contractors and the subagreements at every tier. Accordingly, the CONTRACTOR agrees to include, and to require its third-party contractors to include appropriate clauses in each third-party contract and each subagreement financed in whole or in part with financial assistance provided by the FTA.

C. No Relationship between the California Department of Transportation and Third-Party Contractors. Nothing contained in this Contract or otherwise, shall create any contractual

relationship, obligation or liability between the California Department of Transportation and any third-party contractors, and no third-party contract shall relieve the CONTRACTOR of his responsibilities and obligations hereunder. The CONTRACTOR agrees to be fully responsible to the AWARDING AGENCY for the acts and omissions of its third-party contractors and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by the CONTRACTOR. The CONTRACTOR'S obligation to pay its third-party contractors is an independent obligation from the AWARDING AGENCY's obligation to make payments to the CONTRACTOR. As a result, the California Department of Transportation shall have no obligation to pay or to enforce the payment of any moneys to any third-party contractor.

D. Obligations on Behalf of the California Department of Transportation. The CONTRACTOR shall have no authority to contract for or on behalf of, or incur obligations on behalf of the California Department of Transportation.

E. AWARDING AGENCY Approval of Subagreements. The AWARDING AGENCY shall approve in writing all proposed Subagreements, Memorandums of Understanding (MOU), or similar documents relating to the performance of the Contract prior to implementation. The CONTRACTOR agrees that it will not enter into any Subagreements unless the same are approved in writing by the AWARDING AGENCY. Any proposed amendments or modifications to such Subagreements must be approved by the AWARDING AGENCY prior to implementation.

Program Fraud and False or Fraudulent Statements or Related Acts

A. The CONTRACTOR acknowledges that the provisions of the Program Fraud Civil Remedies Act of 1986, as amended, 31 U.S.C. Section 3801 et seq. and US Department of Transportation regulations, "Program Fraud Civil Remedies," 49 CFR Part 31, apply to its actions pertaining to this PROJECT. Upon execution of an underlying contract, the CONTRACTOR certifies or affirms the truthfulness and accuracy of any statement it has made, it makes, it may make, or causes to be made, and pertaining to the underlying contract or the federally assisted PROJECT for which this contracted work is being performed. In addition to other penalties that may be applicable, the CONTRACTOR further acknowledges that if it makes, or causes to be made, a false, fictitious, or fraudulent claim, statement, submission, or certification, the Federal Government reserves the right to impose the penalties of the Program Fraud Civil Remedies Act of 1986 in the CONTRACTOR to the extent the Federal Government deems appropriate.

B. The CONTRACTOR also acknowledges that if it makes, or causes to be made, a false, fictitious, or fraudulent claim, statement, submission, or certification to the Federal Government under a contract connected with a PROJECT that is financed in whole or in part with federal assistance originally awarded by the FTA under the authority of 49 U.S.C. Section 5307, the Government reserves the right to impose the penalties of 18 U.S.C. Section 1001 and 49 U.S.C. Section 5307(n)(1) on the CONTRACTOR, to the extent the Federal Government deems appropriate.

C. The CONTRACTOR agrees to include the above two clauses in each subagreement financed in whole or in part with Federal Assistance provided by the California Department of

Transportation. It is further agreed that these clauses shall not be modified, except to identify the subcontractor who will be subject to the provisions.

Access to Records
The AWARDING AGENCY, the California Department of Transportation, the State Auditor General, and any duly authorized representative of the Federal government shall have access to any books, records, and documents of the CONTRACTOR and its subcontractors that are pertinent to this Contract of audits, examinations, excerpts, and transactions, and copies thereof shall be furnished if requested. The CONTRACTOR shall include a clause to this effect in every subagreement entered into relative to the PROJECT.

Record Keeping
The CONTRACTOR and all subcontractors shall maintain all books, documents, papers, accounting records, and other evidence pertaining to the performance of this Contract. All parties shall make such materials available at their respective offices at all reasonable times during the performance and for three (3) years from the date of final payment under this Contract and all subagreements.

Accounting Records
The CONTRACTOR shall establish and maintain separate accounting records and reporting procedures specified for the fiscal activities of the PROJECT. The CONTRACTOR'S accounting system shall conform to generally accepted accounting principles (GAAP) and uniform standards that may be established by California Department of Transportation. All records shall provide a breakdown of total costs charged to the PROJECT including properly executed payrolls, time records, invoices, and vouchers.

Federal Changes, Amendments to State, and Local Laws, Regulations, and Directives
The terms of the most recent amendments to any federal, State, or local laws, regulations, FTA directives, and amendments to the grant or cooperative contract that may be subsequently adopted, are applicable to the PROJECT to the maximum extent feasible, unless the California Department of Transportation provides otherwise in writing.

Civil Rights (Title VI, EEO, & ADA)
During the performance of this Contract, the CONTRACTOR its assignees and successors in interest, agree to comply with all federal statutes and regulations applicable to grantee subrecipients under the Federal Transit Act, including, but not limited to the following:

A. Race, Color, Creed, National Origin, Sex. In accordance with Title VI of the Civil Rights Act, as amended, 42 U.S.C. Section 2000e, and federal transit law at 49 U.S.C. Section 5332, the CONTRACTOR Agrees to comply with all applicable equal employment opportunity (EEO) requirements of the U.S. Department of Labor (U.S. DOL) regulations, "Office of Labor," 41 CFR Parts 60 et seq., (which implement Executive Order No. 11246, "Equal Employment Opportunity," as amended by Executive Order No. 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," 42 U.S.C. Section 2000e note), and with any applicable federal statutes, executive orders, regulations, and federal policies that may in the future affect construction activities undertaken in the course of the PROJECT. The CONTRACTOR agrees to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, creed, national origin, sex, or age. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or

termination, rates of pay or other forms of compensation; and selection from training, including apprenticeship. In addition, the CONTRACTOR agrees to comply with any implementing requirements the California Department of Transportation any issue.

B. Nondiscrimination. The CONTRACTOR, with regard to the work performed by it during the contract term shall act in accordance with Title VI. Specifically, the CONTRACTOR shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of subcontractors, including procurement of materials and leases of equipment. The CONTRACTOR shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the U.S. Department of Transportation's Regulations, including employment practices when the Contract covers a program whose goal is employment. Further, in accordance with Section 102 of the Americans with Disabilities Act (ADA), as amended, 42 U.S.C. Section 12112, the CONTRACTOR agrees that it will comply with the requirements of U.S. Equal Employment Opportunity Commission, "Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act," 29 CFR Part 1630, pertaining to employment of persons with disabilities. In addition, the CONTRACTOR agrees to comply with any implementing requirements the California Department of Transportation may issue.

C. Solicitations for Subcontractors Including Procurements of Materials and Equipment. In all solicitations, either by competitive bidding or negotiation by the CONTRACTOR for work performed under a subagreement, including procurements of materials or leases of equipment, each potential subcontractor or supplier shall be notified by the CONTRACTOR of the subcontractor's obligations under this Contract and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin.

D. Information and Reports. The CONTRACTOR shall provide all information and reports required by the Regulations, or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information and its facilities as may be determined by the AWARDING AGENCY or the California Department of Transportation to be pertinent to ascertain compliance with such Regulations or directives. Where any information required of a CONTRACTOR is in the exclusive possession of another who fails or refuses to furnish the information, the CONTRACTOR shall certify to the AWARDING AGENCY of the California Department of Transportation as appropriate, and shall set forth what efforts it has made to obtain the information.

E. Sanctions for Noncompliance. In the event of the CONTRACTOR'S noncompliance with the nondiscrimination provisions of the Contract, the AWARDING AGENCY shall:

1. Withholding of payment to the CONTRACTOR under the Contract until the CONTRACTOR complies, and/or
2. Cancellation, termination, or suspension of the Contract, in whole or in part.

F. Incorporation of Provisions. The CONTRACTOR shall include the provisions of these paragraphs A through F in every subagreement, including procurements of materials and leases of equipment, unless exempt by the Regulations or directives issued pursuant thereto. The CONTRACTOR will take such action with respect to any subcontractor or procurement as the AWARDING AGENCY or the California Department of Transportation may direct as a

means of enforcing such provisions including sanctions for noncompliance; provided, however, that in the event a CONTRACTOR becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such directions, the CONTRACTOR may request the AWARDING AGENCY to enter into such litigation to protect the interest of the AWARDING AGENCY, and, in addition, the CONTRACTOR may request the California Department of Transportation to enter into such litigation to protect the interests of the California Department of Transportation.

G. Section 504 and Americans with Disabilities Act Program Requirements
The CONTRACTOR will comply with 49 CFR Parts 27, 37, and 38, implementing and Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. Section 794, as amended.

Incorporation of FTA Terms
Incorporation of Federal Transit Administration (FTA) Terms - The preceding provisions include, in part, certain Standard Terms and Conditions required by DOT, whether or not expressly set forth in the preceding contract provisions. All contractual provisions required by DOT, as set forth in FTA Circular 4220.1F are hereby incorporated by reference. Anything to the contrary herein notwithstanding, all FTA mandated terms shall be deemed to control in the event of a conflict with other provisions contained in this Agreement. The CONTRACTOR shall not perform any act, fail to perform any act, or refuse to comply with any California Department of Transportation requests which would cause the California Department of Transportation to be in violation of the FTA terms and conditions. The CONTRACTOR shall not perform any act, fail to perform any act, or refuse to comply with any AWARDING AGENCY requests which would cause the AWARDING AGENCY to be in violation of the FTA terms and conditions.

Prohibition on certain telecommunications and video surveillance services or equipment.
AWARDING AGENCY is prohibited from obligating or expending loan or grant funds to:

A. Procure or obtain;
B. Extend or renew a contract to procure or obtain; or
C. Enter into a contract (or extend or renew a contract) to procure or obtain equipment, services, or systems that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. As described in Public Law 115-232, section 889, covered telecommunications equipment is telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities).
    1. For the purpose of public safety, security of government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities).
    2. Telecommunications or video surveillance services provided by such entities or using such equipment.
    3. Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

D. In implementing the prohibition under Public Law 115-232, section 889, subsection (f), paragraph (1), heads of executive agencies administering loan, grant, or subsidy programs shall prioritize available funding and technical support to assist affected businesses, institutions and organizations as is reasonably necessary for those affected entities to transition from covered communications equipment and services, to procure replacement equipment and services, and to ensure that communications service to users and customers is sustained.
E. CONTRACTOR represents and warrants that it has performed a due diligence review of its supply chain and that no such "covered telecommunications equipment or services" shall be provided to the AWARDING AGENCY that would cause the AWARDING AGENCY to be in violation of the prohibition contained in the Act.

Energy Conservation
The CONTRACTOR agrees to comply with the mandatory energy efficiency standards and policies within the applicable California Department of Transportation energy conservation plans issued in compliance with the Energy Policy and Conservation Act, 42, U.S.C. Section 6321 et seq.

Awards Exceeding $10,000.00

Additional Termination Provisions

A. Termination for Convenience (General Provision). When it is in the AWARDING AGENCY's best interest, the AWARDING AGENCY reserves the right to terminate this Contract, in whole or in part, at any time by providing a TEN (10) DAY WRITTEN NOTICE to the CONTRACTOR. The CONTRACTOR shall be paid its costs, including contract closeout costs, and profit on work performed up to the time of termination. The CONTRACTOR shall promptly submit its termination claim to the AWARDING AGENCY. If the CONTRACTOR has any property in its possession belonging to the AWARDING AGENCY, the CONTRACTOR will account for the same, and dispose of it in the manner the AWARDING AGENCY directs.

B. Termination for Default (General Provision). If the CONTRACTOR does not deliver supplies in accordance with the contract delivery schedule, or, if the contract is for services, the CONTRACTOR fails to perform in the manner called for in the contract, or if the CONTRACTOR fails to comply with any other provisions of the contract, the AWARDING AGENCY may terminate this contract for default. Termination shall be effected by serving a notice of termination on the CONTRACTOR setting forth the manner in which the CONTRACTOR is in default. The CONTRACTOR will only be paid the contract price for supplies delivered and accepted, or services performed in accordance with the manner of performance set forth in the contract.

   If it is later determined by the AWARDING AGENCY that the CONTRACTOR had an excusable reason for not performing, such as a strike, fire, or flood, events which are not the fault of or are beyond the control of the CONTRACTOR, the AWARDING AGENCY, after setting up a new delivery of performance schedule, may allow the CONTRACTOR to continue work, or treat the termination as a termination for convenience.

C. Mutual Termination. The PROJECT may also be terminated if the AWARDING AGENCY and the CONTRACTOR agree that its continuation would not produce beneficial results

commensurate with the further expenditure of funds or if there are inadequate funds to operate the PROJECT equipment or otherwise complete the PROJECT.

Awards Exceeding $25,000.00

Debarment and Suspension

A. The CONTRACTOR agrees to comply with the requirements of Executive Order Nos. 12549 and 12689, "Debarment and Suspension," 31 U.S.C. Section 6101 note; and U.S. DEPARTMENT OF TRANSPORTATION regulations on Debarment and Suspension and 49 CFR Part 29.

B. Unless otherwise permitted by the California Department of Transportation, the CONTRACTOR agrees to refrain from awarding any third-party contract of any amount to or entering into any sub-contract of any amount with a party included in the "U.S. General Services Administration's (U.S. GSA) List of Parties Excluded from Federal procurement and Non-procurement Program," implementing Executive Order Nos. 12549 and 12689, "Debarment and Suspension" and 49 CFR Part 29. The list also include the names of parties debarred, suspended, or otherwise excluded by agencies, and contractors declared ineligible for contract award under statutory or regulatory authority other than Executive Order Nos. 12546 and 12689.

C. Before entering into any subagreements with any subcontractor, the CONTRACTOR agrees to obtain a debarment and suspension certification from each prospective recipient containing information about the debarment and suspension status and other specific information of that AWARDING AGENCY and its "principals," as defined at 49 CFR Part 29.

D. Before entering into any third-party contract exceeding $25,000.00, the CONTRACTOR agrees to obtain a debarment and suspension certification from each third-party contractor containing information about the debarment and suspension status of that third-party contractor and its "principals," as defined at 49 CFR 29.105(p). The CONTRACTOR also agrees to require each third-party contractor to refrain from awarding any subagreements of any amount, at any tier, to a debarred or suspended subcontractor, and to obtain a similar certification for any third-party subcontractor, at any tier, seeking a contract exceeding $25,000.00.

Legal Matters Concerning a Covered Transaction

A. If a current or prospective legal matter that may affect the Federal Government or STATE emerges, the AWARDING AGENCY must promptly notify the STATE. The AWARDING AGENCY must include a similar notification requirement in its Third Party Agreements and must require each CONTRACTOR to include an equivalent provision in its subagreements at every tier, for any agreement that is a "covered transaction" according to 2 C.F.R. §§ 180.220 and 1200.220.

1. The types of legal matters that require notification include, but are not limited to, a major dispute, breach, default, litigation, or naming the Federal Government or STATE as a party to litigation or a legal disagreement in any forum for any reason.
2. Matters that may affect the Federal Government or STATE include, but are not limited to, the Federal or STATE Government's interests in the Award, the accompanying Underlying

Agreement, and any Amendments thereto, or the Federal or STATE Government's administration or enforcement of federal laws, regulations, and requirements.

3. The AWARDING AGENCY must promptly notify the STATE, if the AWARDING AGENCY has knowledge of potential fraud, waste, or abuse occurring on a Project receiving assistance from FTA. The notification provision applies if a person has or may have submitted a false claim under the False Claims Act, 31 U.S.C. § 3729 et seq., or has or may have committed a criminal or civil violation of law pertaining to such matters as fraud, conflict of interest, bribery, gratuity, or similar misconduct involving FY2020 Contractors Manual – Procurement 9-49 federal assistance. This responsibility occurs whether the Project is subject to this Agreement or another agreement between the AWARDING AGENCY and STATE, or an agreement involving a principal, officer, employee, agent, or CONTRACTOR of the AWARDING AGENCY. It also applies to subcontractors at any tier. Knowledge, as used in this paragraph, includes, but is not limited to, knowledge of a criminal or civil investigation by a Federal, state, or local law enforcement or other investigative agency, a criminal indictment or civil complaint, or probable cause that could support a criminal indictment, or any other credible information in the possession of the Recipient. In this paragraph, "promptly" means to refer information without delay and without change. This notification provision applies to all divisions of the AWARDING AGENCY, including divisions tasked with law enforcement or investigatory functions.

Awards Exceeding $100,000.00

Provisions for Resolution of Disputes, Breaches, or Other Litigation

The AWARDING AGENCY and the CONTRACTOR shall deal in good faith and attempt to resolve potential disputes informally. If the dispute persists, the CONTRACTOR shall submit to the AWARDING AGENCY Representative for this Contract or designee a written demand for a decision regarding the disposition of any dispute arising under this Contract. The AWARDING AGENCY Representative shall make a written decision regarding the dispute and will provide it to the CONTRACTOR. The CONTRACTOR shall have the opportunity to challenge in writing within ten (10) working days to the AWARDING AGENCY's Executive Director or his/her designee. If the CONTRACTOR'S challenge is not made within the ten (10) day period, the AWARDING AGENCY Representative's decision shall become the final decision of the AWARDING AGENCY. The AWARDING AGENCY and the CONTRACTOR shall submit written, factual information and supporting data in support of their respective positions. The decision of the AWARDING AGENCY shall be final, conclusive, and binding regarding the dispute, unless the CONTRACTOR commences an action in court of competent jurisdiction to contest the decision in accordance with Division 3.6 of the California Government Code.

Lobbying

A. The CONTRACTOR agrees that it will not use federal assistance funds to support lobbying. In accordance with 31 U.S.C. and U.S. Department of Transportation Regulations, "New Restrictions on Lobbying." 49 CFR Part 20, if the bid is for an award for $100,000.00 or more the AWARDING AGENCY will not make any federal assistance available to the CONTRACTOR until the AWARDING AGENCY has received the CONTRACTOR'S certification that the CONTRACTOR has not and will not use federal appropriated funds to pay any person or organization to influence or attempt to influence an officer or employee of any federal agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any federal grant,

cooperative agreement, or any other federal award from which funding for the PROJECT is originally derived, consistent with 31 U.S.C. Section 1352, and;

B. If applicable, if any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an office or employee of any federal agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress, in connection with this federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with the form instructions.

C. The CONTRACTOR shall require that the language of the above two clauses be included in the award documents for all sub-awards at all tiers (including subagreements, sub-grants, and contracts under grants, loans, and cooperative agreements) which exceed $100,000.00 and that all awarding agencies shall certify and disclose accordingly.

This Contract is a material representation of facts upon which reliance was placed when the Contract was made or entered into. These provisions are a prerequisite for making or entering into a Contract imposed by Section 1352, Title 31, U.S. Code. Any person who fails to comply with these provisions shall be subject to a civil penalty of not less than $10,000.00 and not more than $100,000.00 for each failure.

Clean Water

A. The CONTRACTOR agrees to comply with all applicable standards, orders or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq. The CONTRACTOR agrees to report each violation to the AWARDING AGENCY and understands and agrees that the AWARDING AGENCY will, in turn, report each violation as required to assure notification to FTA and the appropriate EPA Regional Office.

B. The CONTRACTOR also agrees to include these requirements in each subagreement exceeding $100,000 financed in whole or in part with Federal assistance provided by FTA.

Awards Exceeding $150,000.00

Buy America

The CONTRACTOR shall comply with the Buy-America requirements of 49 U.S.C. 5323(j) and 49 CFR Part 661 for all procurements of steel, iron, and manufactured products used in PROJECT. Buy-America requirements apply to all purchases, including materials and supplies funded as operating costs, if the purchase equals or exceeds $150,000.00. Separate requirements for rolling stock are set out at 49 U.S.C. 5323(j)(2)(c) and 49 CFR 661.11. Rolling stock must be assembled in the United States and have a 60 percent domestic content.

Clean Air

A. The CONTRACTOR agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. Section 7401 et seq. The CONTRACTOR agrees to report each violation to the AWARDING AGENCY and understands and agrees that the AWARDING AGENCY will, in turn, report each violation as required to assure notification to FTA and the appropriate EPA Regional Office.

B. The CONTRACTOR also agrees to include these requirements in each subagreement exceeding $100,000 financed in whole or in part with Federal assistance provided by FTA.

Awards with Transport of Property or Persons

U.S. Flag Requirements (Cargo Preferences)(Fly America)

A. Shipments by Ocean Vessel. For third-party contacts that may involve equipment, materials, or commodities which may be transported by ocean vessels, the CONTRACTOR and subagreements must comply with 46 U.S.C. Section 55303 and 46 CFR Part 381, "Cargo Preferences-U.S. Flag Vessels."

B. Shipments by Air Carrier. For third-party contracts that may involve shipments of federally assisted property by air carrier, the CONTRACTOR and subagreements must comply with the "Fly America" Act and 49 U.S.C. Section 40118, "Use of United States of America Flag Carriers," and 41 CFR Section 301-10.131 through 301-10.143.

C. Project Travel. In accordance with Section 5 of the International Air Transportation Fair Competitive Practices Act of 1973, as amended, ("Fly America" Act), 49 U.S.C. 40118 and 41 CFR Part 301-10, the CONTRACTOR and all subcontractors are required to use U.S. Flag air carriers for U.S. Government-financed international air travel and transportation, to the extent such service is available or applicable.

Awards with Transit Operations

Transit Employee Protective Arrangements (Transit Operation Only)

The CONTRACTOR agrees to comply with applicable transit employee protective requirements, as follows:

A. The CONTRACTOR agrees to carry out the transit operations work on the underlying contract in compliance with terms and conditions determined by the U.S. Secretary of Labor to be fair and equitable to protect the interests of employees employed under this Contact and to meet the employee protective requirements of 49 U.S.C. 5333(b), and U.S.DOL guidelines at 29 CFR Part 215, and any amendments there to.

B. The CONTRACTOR also agrees to include the applicable requirements in each subagreement involving transit operations financed in whole or in part with federal assistance provided by the FTA.

Charter Service Operations

(Transit Operation and Rolling Stock Only) The CONTRACTOR agrees to comply with 49 U.S.C. Section 5323(d) and 49 CFR Part 604, which provides that recipients and awarding agencies of the FTA assistance are prohibited from providing charter service using federally funded equipment or facilities if there is at least one private charter operator willing and able to provide the service, except under one of the exceptions listed at 49 CFR-Subpart B. Any charter service provided under one of the exceptions must be "incidental," i.e., it must not interfere with or detract from the provision of mass transportation. The CONTRACTOR assures and certifies that the revenues generated by its incidental charter bus operations (if any) are, and shall remain, equal to or greater than the cost (including depreciation on federally assisted equipment) of providing the service. The CONTRACTOR understands that the requirements of 49 CFR Part 604 will apply to any charter

service provided, the definitions in 49 CFR part 604 apply to this contract, and any violation of this contract may require corrective measures and the imposition of penalties, including debarment from the receipt of further federal assistance for transportation.

School Bus Operations

(Transit Operation and Rolling Stock Only) Pursuant to 49 U.S.C. 5323(F) and 49 CFR Part 605, the CONTRACTOR agrees that it and all its subcontractors will: (1) engage in school transportation operations in competition with private school transportation operators only to the extent permitted by an exception provided by 49 U.S.C. 5323(F) and implementing regulations, and (2) comply with requirements of 49 CFR Part 605 before providing any school transportation using equipment of facilities acquired with federal assistance awarded by the FTA and authorized by 49 U.S.C. Chapter 53 or Title 23 U.S.C. for transportation projects. The CONTRACTOR understands that the requirements of 49 CFR Part 605 will apply to any school transportation it provides, that the definitions of 49 CFR Part 605 apply to any school transportation agreement, and a violation of the contract may require corrective measures and the imposition of penalties, including debarment from the receipt of further federal assistance for transportation.

Vehicle Operator Licensing

The CONTRACTOR is required to comply with all applicable requirements of the Federal Motor Carrier Safety Administration regulations and the California Vehicle Code including, but not limited to, the requirement that all vehicle operators have a valid State of California driver's license, including any special operator license that may be necessary for the type of vehicle operated.

Drug-Free Workplace (FTA Section 5311 Awards)

The CONTRACTOR certifies by signing a Contract with the AWARDING AGENCY that it will provide a drug-free workplace, and shall establish policy prohibiting activities involving controlled substances in compliance with Government Code Section 8355, et seq. The CONTRACTOR is required to include the language of this paragraph in award documents for all sub-awards at all tiers (including subagreements, sub-grants, and contracts under grants, loans, and cooperative agreements) and that all awarding agencies shall disclose accordingly. To the extent the CONTRACTOR, any third-party contractor at any tier, any AWARDING AGENCY at any tier, or their employees, perform a safety sensitive function under the PROJECT, the CONTRACTOR agrees to comply with, and assure the compliance of each affected third-party contractor at any tier, each affected AWARDING AGENCY at any tier, and their employees with 49 U.S.C. Section 5331, and the FTA regulations, "Prevention of Alcohol Misuse and Prohibited Drug use in Transit Operations," 49 CFR Part 655.

The follow drug and alcohol testing options are compliant with drug and alcohol rules. One of these options must be selected. Options 2 and Options 3 require additional information to be completed:

Drug and Alcohol Testing
Option 2

The CONTRACTOR agrees to establish and implement a drug and alcohol testing program that complies with 49 CFR Part 655, produce any documentation necessary to establish its compliance with Part 655, and permit any authorized representative of the United States Department of Transportation or its operating administrations, the California Department of Transportation, or the AWARDING AGENCY to inspect the facilities and records associated with the implementation of the drug and alcohol testing program as required under 49 CFR Part 655 and review the testing process. The CONTRACTOR agrees further to certify annually its compliance with Part 655 before May 1st

and to submit the Management Information System (MIS) reports before May 1st to TCRTA Transit Manager or Designee, 210 N. Church St, Visalia CA 93277. To certify compliance the CONTRACTOR shall use the "Substance Abuse Certifications" in the "Annual List of Certifications and Assurances for Federal Transit Administration Grants and Cooperative Agreements," which is published annually in the Federal Register.

Awards with Rolling Stock

Bus Testing

The CONTRACTOR agrees to comply with the requirements of 49 U.S.C. Section 5318(e), 5323(c), and the FTA regulations, "Bus Testing," 49 CFR Part 665, and any revision thereto, including the certification that before expending any federal assistance to acquire the first bus of any new bus model or any bus model with a new major change in configuration or components or before authorizing final acceptance of that bus, that model of bus will have been tested at the ALTOONA Bus Research and Testing Center. The CONTRACTOR must obtain the final testing report and provide a copy of the report to the AWARDING AGENCY.

Pre-Award and Post Delivery Audit

The CONTRACTOR agrees to comply with the requirements of 49 U.S.C. Section 5323(l), 5323(m), and the FTA regulations, "Pre-Award and Post-Delivery Audits of Rolling Stock Purchases," 49 CFR Part 663, and any revision thereto.

Awards with Planning, Research, Development, and Documentation Projects

Patent Rights & Rights in Data and Copyrights (Research or Data Development Only)

In accordance with 37 CFR Part 401, 49 CFR Parts 18 and 19, the CONTRACTOR must comply with patent and rights in data requirements for federally assisted contracts involving experimental, developmental, or research work. The AWARDING AGENCY reserves a royalty-free, non-exclusive, and irrevocable right to reproduce, publish, or otherwise use the work for federal purposes and reserves the right to grant authority to others.

Miscellaneous Special Requirements

Intelligent Transportation Systems (ITS) National Architecture

To the extent applicable, the CONTRACTOR agrees to conform to the National Intelligent Transportation System (ITS) Architecture and Standards as required by 23 U.S.C. Section 517(d), 23 U.S.C. Section 512 note, and 23 CFR Part 655 and 940, and follow the provisions of the FTA Notice, "FTA National ITS Architecture Policy on Transit projects," 66 Fed. Reg. 1455 et seq., January 8, 2001, and any other implementing directives the FTA may issue at a later date, except to the extent the FTA determines otherwise in writing.

DBE Contract Assurance

The CONTRACTOR, or SUBCONTRACTOR shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. The CONTRACTOR or SUBCONTRACTOR shall carry out applicable requirement of 49 CFR Part 26 in the award and administration of [Federal] DOT-assisted contracts. Failure by the CONTRACTOR or SUBCONTRACTOR to carry out these requirements is a material breach of this contract, which may result in the termination of the Standard Agreement between the STATE and the AWARDING AGENCY, the termination of this contract by the AWARDING AGENCY, or such other remedy the STATE or AWARDING AGENCY deems appropriate, which may include, but is not limited to:

(1) Withholding monthly progress payments;

(2) Assessing sanctions;
(3) Liquidated damages; and/or
(4) Disqualifying the CONTRACTOR from future bidding as non-responsive.

Prompt Payment and Return of Retainage

A. The AWARDING AGENCY shall comply with 49 CFR Part 26.29 and ensure the CONTRACTOR pay its subcontractors performing work satisfactorily completed related to this contract no later than thirty (30) days after the CONTRACTOR's receipt of payment for that work from the AWARDING AGENCY.
B. Unless the approved project is for Construction, the CONTRACTOR shall not hold retainage (withhold retention) from any subcontractor. The STATE shall not hold retainage (i.e. withhold retention) from any CONTRACTOR.
C. If a dispute arises regarding Construction projects only, the CONTRACTOR may exercise its rights under California Public Contract Code (PCC) Sections 10262 and 10262.5 or California Business and Professions Code (BPC) Section 7108.5, as applicable.
D. The CONTRACTOR is required to pay its subcontractors for satisfactory performance of work related to this Agreement no later than 30 days after the CONTRACTOR's receipt of payment for that work from the AWARDING AGENCY. In addition, the CONTRACTOR is required to return any retainage (retention) payment to any subcontractor within 30 days after the subcontractor's work related to this Agreement is satisfactorily completed.

Recycled Products

The CONTRACTOR agrees to comply with all the requirements of Section 6002 of the Resource Conservation and Recovery Act (RCRA), as amended (42 U.S.C. 6962), including but not limited to the regulatory provisions of 40 CFR Part 247, and Executive Order 12873, as they apply to the procurement of the items designated in Subpart B of 40 CFR Part 247.

Contract Work Hours and Safety Standards Act (Applicable to: Construction contracts and, in very limited circumstances, non-construction projects that employ laborers or mechanics on a public work.)

A. The CONTRACTOR agrees to comply with section 107 of the Contract Work Hours and Safety Standards Act, 40 U.S.C. Section 33 and also ensure compliance of its subcontractors; if applicable, CONTRACTOR shall comply with DOL regulations "Safety and Health Regulation for Construction" 29 CFR Part 1926.

B. No CONTRACTOR or subcontractor contracting for any part of the work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at the rate of not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek

Awards with Construction Activities

Third Party Construction or Facility Improvement Contracts

A. Davis Bacon Act (>$2,000.00). In accordance with requirements of 49 U.S.C. Section 5333(a) and the implementing regulations of 29 CFR Part 5, the CONTRACTOR shall comply with the

employee protection requirements of the Davis-Bacon Act for construction activities exceeding $2,000.00 performed in connection with the PROJECT. The Davis-Bacon Act applies to contracts in excess of $2,000.00 for construction, alteration, or repair of public buildings or public works and requires the inclusion of a clause that no laborer or mechanic employed directly upon the site of the work shall receive less than the prevailing wage rates as determined by the Secretary of Labor.

B. Bonding. For contracts or subagreements exceeding $100,000.00, the following bonding requirements must be included: Bid guarantee from each CONTRACTOR equivalent to five (5%) percent of the bid price; performance bond on the part of the CONTRACTOR for 100 (100%) percent of the contract price; and payment bond in the amount of either (1) 50% of the contract price if the contract price is not more than $1 million dollars or, (2) 40% of the contract price if the contract price is more than $1 million

C. Copeland Anti-Kickback Act. For contracts or subagreements exceeding $100,000.00 and in accordance with 18 U.S.C. Section 874, Copeland “Anti-Kickback” Act, 29 CFR Part 3, the “CONTRACTOR and subcontractors on Public Building or Public Work Financed in part by Loans or Grants from the United States,” the CONTRACTOR and subcontractor are prohibited from including, by any means, any employee, to give up any part of his or her compensation to which he or she is otherwise entitled.

Seismic Safety

The CONTRACTOR agrees that any new building or addition to an existing building will be designed and constructed in accordance with the standards for Seismic Safety required in Department of Transportation Seismic Safety Regulations 49 CFR Part 41 and will certify to compliance to the extent required by the regulation. The CONTRACTOR also agrees to ensure that all work performed under this contract including work performed by a subagreements is in compliance with the standards required by the Seismic Safety Regulations and the certification of compliance issued on the PROJECT.

DIVISION OF RAIL AND MASS TRANSPORTATION • FEDERAL TRANSIT PROGRAMS

FORM 2b FTA REQUIRED THIRD-PARTY CONTRACT CLAUSES

ALL FTA SECTION 5310, 5311, AND 5339 SUPPORTED CONTRACTS, EXCLUDING MICRO PURCHASES, EXCEPT CONSTRUCTION CONTRACT EXCEEDING $2,000.00, ARE TO INCLUDE THE FOLLOWING CONTRACT CLAUSES. ***REQUIRED FEDERAL AND STATE THIRD-PARTY CONTRACT CLAUSES ARE AVAILABLE ON THE ELECTRONIC GRANTS MANAGEMENT SYSTEM, ITEM 2A.***

SUBRECIPIENT: Tulare County Regional Transit Agency (TCRTA)	SOLICITATION TITLE OR NUMBER:	Transit Operations Services			PROCUREMENT REVIEW LOG #:	
FEDERAL REQUIRED CLAUSE	**SOLICITATION OR CONTRACT PAGE NUMBER**	**CONTRACTED COMMODITY OR SERVICE**				
		ROLLING STOCK	**OPERATING ASSISTANCE**	**CONSTRUCTION**	**GOODS**	**CONSULTANT SERVICES**
NO GOVERNMENT OBLIGATION TO THIRD PARTIES	115	**APPLICABLE TO ALL CONTRACT TYPES AT ANY FEDERAL FUNDING LEVEL**				
PROGRAM FRAUD AND FALSE AND FRAUDULENT STATEMENTS AND RELATED ACTS	116	**APPLICABLE TO ALL CONTRACT TYPES AT ANY FEDERAL FUNDING LEVEL**				
ACCESS TO RECORDS AND REPORTS	116	**APPLICABLE TO ALL CONTRACT TYPES AT ANY FEDERAL FUNDING LEVEL**				
FEDERAL CHANGES	117	**APPLICABLE TO ALL CONTRACT TYPES AT ANY FEDERAL FUNDING LEVEL**				
CIVIL RIGHTS (EEO, TITLE VI, & ADA)	117	**APPLICABLE TO ALL CONTRACT TYPES AT ANY FEDERAL FUNDING LEVEL**				
INCORPORATION OF FEDERAL TRANSIT ADMINISTRATION TERMS	118	**APPLICABLE TO ALL CONTRACT TYPES AT ANY FEDERAL FUNDING LEVEL**				
ENERGY CONSERVATION	119	**APPLICABLE TO ALL CONTRACT TYPES AT ANY FEDERAL FUNDING LEVEL**				
DISADVANTAGED BUSINESS ENTERPRISE (DBE) PROMPT PAYMENT/RETURN OF RETAINAGE	125	**APPLICABLE TO ALL CONTRACT TYPES AT ANY FEDERAL FUNDING LEVEL**				
INTELLIGENT TRANSPORTATION SYSTEMS (ITS)—NATIONAL ARCHITECTURE	**124**	**APPLICABLE TO ALL CONTRACT TYPES AT ANY FEDERAL FUNDING LEVEL**				
TERMINATION	120	APPLICABLE TO ALL CONTRACT TYPES AT $10,000.00 OR MORE				
GOVERNMENT-WIDE DEBARMENT AND SUSPENSION	120	APPLICABLE TO ALL CONTRACT TYPES AT $25,000.00 OR MORE				
BREACHES AND DISPUTE RESOLUTION	121	APPLICABLE TO ALL CONTRACT TYPES AT $100,000.00 OR MORE				
LOBBYING AND LOBBYING CERTIFICATION STATEMENT	121	APPLICABLE TO ALL CONTRACT TYPES AT $100,000.00 OR MORE				
CLEAN AIR	122	APPLICABLE TO ALL CONTRACT TYPES AT $100,000.00 OR MORE				
CLEAN WATER	122	APPLICABLE TO ALL CONTRACT TYPES AT $100,000.00 OR MORE				
BUY AMERICA *(WHEN TANGIBLE PROPERTY OR CONSTRUCTION WILL BE ACQUIRED)*	122	$150,000.00+	$150,000.00+	$150,000.00+	$150,000.00+	
CARGO PREFERENCE *(PROPERTY SUITABLE FOR SHIPMENT BY OCEAN VESSEL)*	122	X		X	X	
FLY AMERICA *(PROPERTY OR PERSONS INTERNATIONAL TRAVEL)*	122	X	X	X	X	X
DAVIS-BACON ACT				$2,000.00+		
COPELAND ANTI-KICKBACK ACT				X		
CONTRACT WORK HOURS AND SAFETY STANDARDS ACT		$100,000.00+		$100,000.00+	$100,000.00+	$100,000.00+
BONDING	42			$100,000.00+		
SEISMIC SAFETY *(NEW BUILDING OR ADDITION)*				X		
TRANSIT EMPLOYEES PROTECTIVE AGREEMENTS	123		5311 & 5316			
CHARTER BUS AND SCHOOL BUS	122		X			
DRUG AND ALCOHOL TESTING	123		5311			
PATENT AND RIGHTS IN DATA						X (RESEARCH)
RECYCLED PRODUCTS	126		$10,000.00+	$10,000.00+	$10,000.00+	
BUS TESTING		X	TURNKEY			
PRE-AWARD AND POST-DELIVERY AUDIT	3	X	TURNKEY			