

San Benito County Local Transportation Authority

Request for Proposals #2024-01

Operation of San Benito County Express and Specialized
Transportation Services

March 22, 2024

Prepared By:

San Benito County Local Transportation Authority
330 Tres Pinos Road, Suite C7
Hollister, California 95023
(831) 637-7665

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1 INTRODUCTION

1.1 Notice to Potential Proposers

The San Benito County Local Transportation Authority (LTA) is seeking proposals to operate general public and specialized transit services known respectively as County Express (CE) and Specialized Transportation (ST) Services. CE provides Fixed Route, Intercounty, Dial-A-Ride and ADA-compliant Paratransit Services. ST provides personalized transportation services for clients with unique needs. During FY2023/24 CE operated 24,000¹ revenue vehicle hours and ST operated 4,350² revenue vehicle hours. During FY 2024/25 CE expects to operate 32,800 revenue vehicle hours of service for Fixed Route, Intercounty, Dial-A-Ride and ADA Paratransit using 8 peak buses. It is expected that in 2024/25 and for the remainder of the contract period ST service will grow to about 6700 hours per year with 4 peak buses.

Interested firms may submit proposals under three (3) separate proposal options. The Proposal Options are designated as shown below.

Option 1 CE Alone: Operate CE as a stand-alone service independent of ST.

Option 2 ST Alone: Operate ST as a stand-alone service independent of CE.

Option 3 CE/ST Together: Operate both CE and ST services.

(Note: If Option 3 is selected proposer must explicitly identify whether i) CE and ST services will be combined or standalone services; and ii) if CE and ST services are being proposed under one contract or two separate contracts.)

The LTA reserves the right to award a contract to separate firms for the operation of CE and ST or award a contract to one firm to operate both services as a combined operation.

The successful proposer(s) will be awarded a contract(s) for a base period of three (3) years commencing on November 8, 2024. Prior to the completion of the base period, the LTA may extend the agreement(s) for a one-year option term. Prior to the completion of the first option year, the LTA may extend the agreement for an additional one-year option term, for a maximum of two (2) one-year option terms.

A voluntary pre-proposal conference will be held virtually on April 12, 2024 at 2:00 p.m. PDT.

All proposals shall comply with proposal submittal requirements described in this RFP. Proposals must be received at the LTA Administrative Office no later than June 11, 2024, at 3:00 p.m., PDT. Proposals received after this time will not be considered.

Direct questions regarding this RFP to:

Norma Aceves, Administrative Services Specialist
San Benito County Local Transportation Authority
330 Tres Pinos Road, Suite C7
Hollister, California 95023
Phone: 831-637-7665
Email: norma@sanbenitocog.org

¹ Estimate based on current revenue vehicle hours for FY23/24

² Estimate based on current revenue vehicle hours for FY23/24

1.2 Schedule of Events

The following schedule of events was prepared utilizing the most recent knowledge available; however, it is always subject to change. LTA will provide as much advance notice as possible if dates and times change, new events are added or existing events cancelled. Any events changed prior to the Proposal Due Date will be posted on LTA's website as an addendum.

Announcement	March 22, 2024
Voluntary Pre-Proposal Conference	April 12, 2024
Last Date for Receipt of Questions and Requests for Clarification	April 26, 2024
Last Date for LTA to Post Addenda	May 17, 2024
Proposal Due Date	June 11, 2024
Invitations to Interview Proposers Issued (tentative)	June 18, 2024
Proposer Interviews (tentative)	June 25, 2024
Contract Award by LTA (tentative)	September 19, 2024
Contract(s) Start Date	November 8, 2024

1.3 Minimum Qualifications

Proposers shall meet the following minimum qualifications to participate in the selection process for the award of a contract.

1.3.1 County Express Services

Proposers shall have operated the following three types of services for a minimum of three different public agencies for a minimum of three years for each agency. Proposers shall have operated the minimum number of revenue vehicle hours for each agency as indicated for each service type.

- Fixed Route* – minimum 5,000 revenue vehicle hours annually
- Complementary Paratransit in compliance with CFR Part 37 ADA Paratransit Service Standards* – minimum 7,000 revenue vehicle hours annually
- General Public Dial-A-Ride* – minimum 3,000 revenue vehicle hours annually
- Intercity Service* – minimum 6,000 revenue vehicle hours annually

1.3.2 Specialized Transportation Services

Proposers shall have operated, for a minimum of one year under contract to a public agency, "door-through-door" transportation service(s) to seniors and individuals with disabilities who have a need for highly personalized transportation service, including assistance from inside their residence to the interior of their destination. Examples of this type of service could include, but not necessarily be limited to: non-emergency medical transportation, transportation to and from senior lunch programs for frail individuals and/or medical-shopping assistance programs.

1.4 Term of Contract

It is anticipated that the selected proposer(s) will commence operations on November 8, 2024 and operate the service according to the terms of the agreement for a three-year period ending on November 8, 2027. Prior to the completion of the three-year period, the LTA, at its sole discretion, may extend the agreement for a one-year option term. Prior to the completion of the first option year the LTA, at its sole discretion, may extend the agreement for an additional one-

year option term. The LTA may extend the base agreement for a maximum of two one-year option terms. The last one-year extension period would expire November 8, 2029.

1.5 Funding Availability

Any contract resulting from this RFP will be financed primarily with funds made available to the LTA by the State of California, and the Federal Transit Administration of the United States Department of Transportation. In the event funding for this contract ceases or is reduced, the LTA reserves the right to terminate the Agreement or reduce service pursuant to the terms of the Agreement.

1.6 Pre-Proposal Conference, Questions and Requests for Clarification

A voluntary Pre-Proposal Conference will be held virtually on April 12, 2024 at 2:00 p.m., PDT, for the purpose of receiving questions and comments regarding this RFP. While attendance at this meeting is not mandatory, it is highly recommended. Proposers are encouraged to submit questions about this RFP in advance of this meeting to the appropriate individual mentioned in Section 1.1, Notice to Proposers. Questions and requests for clarification may also be made during the course of the Pre-Proposal Conference. Questions must be submitted in writing via mail or email. Addresses, e-mail addresses and phone numbers should accompany submissions.

Although proposers are encouraged to submit questions prior to the Pre-Proposal Conference, they will be accepted up to 5:00 pm, April 26, 2024.

The last addendum relative to this procurement will be posted on LTA's website no later than 5:00 p.m., PDT, May 17, 2024.

Proposals for changes to the draft Agreement or Scope of Work may also be submitted with the formal proposal as described in Section 5.6.4, Question 22.

1.7 Submittal of Proposals – Time and Manner

Proposals may be submitted by mail, delivery service or in person. Proposals may not be submitted electronically; however, one electronic copy of the proposal shall be submitted as required by this RFP. The number of proposals required to be submitted in hard copy is described in Section 5.3.

Proposals must be received at the address below by June 11, 2024 at 3:00 p.m., PDT. Proposals received after this time will not be considered. Proposals and all required copies must be delivered in a sealed package(s) with the proposing company's name on the outside and clearly marked: "Transit Operations Proposal."

Proposals shall be delivered to:

Norma Aceves, Administrative Services Specialist
San Benito County Local Transportation Authority
330 Tres Pinos Road, Suite C7
Hollister, California 95023

1.8 Collective Bargaining Agreement Notification

A Memorandum of Understanding exists MV Transportation, Hollister Division# 30, and the Teamsters Local Union No.890 relative to the CE service. The Memorandum is valid through December 31, 2025. A copy of this document is provided in Appendix H. The employees engaged in operating the ST Service are not represented by a union.

1.9 Disadvantaged Business Enterprise (DBE) Participation Requirements

The LTA will never exclude any person from participation in, deny any person the benefits of, or otherwise discriminate against anyone in connection with the award and performance of any contract covered by 49 CFR 26 on the basis of race, color, sex, or national origin. In administering the local agency components of the DBE Program Plan, the LTA will not, directly, or through contractual or other arrangements, use criteria or methods of administration that have the effect of defeating or substantially impairing accomplishment of the objectives of the DBE Program Plan with respect to individuals of a particular race, color, sex, or national origin.

DRAFT

2 SYSTEM DESCRIPTION

2.1 Agency Information

The San Benito County Local Transportation Authority, herein referred to as "LTA", is the designated Consolidated Transportation Services Agency (CTSA) for San Benito County. The LTA is a Joint Powers Authority between the City of Hollister, City of San Juan Bautista and the County of San Benito. The Board of Directors consists of two elected officials each from the City of Hollister City Council and the County of San Benito Board of Supervisors and one elected official from the City of San Juan Bautista City Council.

Three committees provide technical and accessibility advice on transportation related issues to the LTA: the Social Services Transportation Advisory Council (SSTAC), the Technical Advisory Committee (TAC), and the Bicycle and Pedestrian Advisory Committee (BPAC). SSTAC advises the LTA on accessibility issues for the elderly, persons with disabilities and persons of limited means. TAC provides technical assistance and recommendations on transit planning and projects to the LTA. The BPAC advises the LTA on any issues related to bicycle and pedestrian accessibility.

2.2 San Benito County Transit Information

Detailed information about routes, schedules, and fares, as well as other significant information regarding CE and ST services, is available at www.SanBenitoCountyExpress.org. Current timetable brochures for local Tripper Service and Intercounty bus service are provided in Appendix X. It is anticipated that regular local fixed route service will return and replace the Tripper for the start of this new contract.

2.3 Service Area

The County of San Benito is a rural community of 1,391 square miles within close proximity to the Silicon Valley and has a vibrant agricultural economy. The County population is approximately 65,000. The county seat is the City of Hollister, where most of the public transportation is located, with a population of approximately 44,000. The City of San Juan Bautista, which has several nationally recognized Historic Sites and is a Preserve America Community, has a population of approximately 2,200.

2.4 Operations

2.4.1 County Express Services

The LTA is responsible for the administration and operation of County Express, the primary public transportation for the County. County Express services include Fixed Route, Complementary Paratransit, Dial-A-Ride, and Intercounty transit services. Below is a description of each of the County Express services.

Tripper/Fixed Route

Prior to the pandemic a 3 route Fixed Route service was operated throughout Hollister. During the pandemic the Fixed Route service was replaced with the Tripper which provided a reduced level of service on one route to serve school-based demand. The Tripper service has continued post pandemic in 2023/24 due to a lack of bus drivers. It is anticipated that a full fixed route system will be restored after this contract is executed.

The Tripper service operates one bus, Monday through Friday from 6:35 a.m. to 8:34 a.m. and 3:10 p.m. to 5:22 p.m. On Thursdays the afternoon service is 2:05 p.m. to 3:11 p.m. The restored Fixed Route Service will operate from 6:30 a.m. to 9:00 p.m. Monday to Friday, and 6:30 a.m. to 9:00 p.m. on Saturday.

The Tripper/Fixed Route service operates only in the City of Hollister and primarily uses fully accessible Type II vehicles equipped with bicycle racks. There are three routes and approximately 80 stops dispersed within the service area. All vehicles have wheelchair lifts and currently utilize gasoline fuel.

Complementary Paratransit

The Complementary Paratransit service currently operates during the Tripper service hours within a $\frac{3}{4}$ mile radius of the street segments traveled by the Tripper. Curb-to-curb service is provided that complies with 49 CFR Part 37 ADA Paratransit Service standards. Vehicles used for Complementary Paratransit are Type II and minivans. Under this agreement, the contractor will be responsible for conducting the ADA eligibility process consistent with the requirements established by the LTA.

The service currently operates the same hours as the Tripper. Reservations may be made 14 days in advance or on the same day the reservation is placed. Same day service is subject to availability and a \$1.00 convenience fee. RouteMatch software and hardware is made available to the contractor by the LTA for automated dispatching.

The Complementary Paratransit service will be expanded when the Fixed Route service replaces the Tripper. Complementary Paratransit will be provided within $\frac{3}{4}$ of a mile of all Fixed Route services and be provided whenever the Fixed Route Service is being provided. The same fares and reservation requirements that are in place for Complementary Paratransit for the Tripper will be maintained for the new Fixed Route Service.

General Public Dial-A-Ride

The General Public Dial-A-Ride (also known as Dial-A-Ride) service is a curb-to-curb demand response service that is open to the general public and uses Type II vehicles. The service operates Monday through Friday from 6:00 a.m. to 6:00 p.m. for individuals with trips in San Benito County within the service area. Reservations may be made 14 days in advance or on the same day the reservation is placed. Same day service is subject to availability and a \$1.00 convenience fee. RouteMatch software and hardware is made available to the contractor by the LTA for automated dispatching.

Weekend Dial-A-Ride service operates from 9:00 a.m. to 4:00 p.m. on Saturdays only at the present time. It is expected that as more bus operators will become available the new contractor will be required to operate the weekend level of service on Sundays. It is open to the public and uses Type II vehicles. The service is open to individuals in San Benito County within the service area. Weekend trips may only be reserved from 9:30 a.m. Monday to 1:00 p.m. Thursday during the week of the trip. The round trip to and from the destination must be reserved at the same time. No dispatchers are on duty during weekends; drivers handle dispatch duties in between trips.

It is expected that during the lifetime of the contract the Dial-A-Ride service will be replaced with a Demand Responsive Service. The Demand Responsive Service will have approximately the same service hours but will use automated routing, app based reservations supplemented by telephone reservations. It is anticipated that the use of the app based reservation system will encourage greater use of the same day reservations capability.

Intercounty

The Intercounty services are comprised of three routes: Gavilan, Caltrain, and Greyhound. All of the routes travel from San Benito County to the City of Gilroy in Santa Clara County.

The Intercounty Gavilan (Gavilan) service operates Monday through Friday and uses Type II and 25+ passenger vehicles depending on the time of day. The route travels from the City of Hollister through the City of San Juan Bautista to Gavilan College in the City of Gilroy. The Gavilan service operates on a full schedule when Gavilan College is in session and limited service operates during the off-season. The Gavilan service also has a holiday schedule.

The Intercounty Caltrain (Caltrain) service operates Monday through Friday and uses Type II vehicles. The route travels from the City of Hollister through the City of San Juan Bautista to Gavilan College and then to the Caltrain Station in the City of Gilroy. The Caltrain service meets four trains in the early morning and four trains in the evening. The last evening run from the Caltrain station does not leave until Caltrain has arrived. As a result, the schedule may be delayed to accommodate late arriving trains.

The Intercounty Greyhound (Greyhound) service operates only on Saturdays and Sundays uses a Type II vehicle. The route travels from the City of Hollister through the City of San Juan Bautista to the Greyhound Station in the City of Gilroy.

2.4.2 Specialized Transportation

The LTA also provides three specialized transportation services: out-of-county non-emergency medical transportation, senior lunch programs, and a medical-shopping assistance program. The ST Contractor collects and retains fares paid by ST passengers. An amount equal to the fares retained by the Contractor is deducted from the amount owed to the contractor by the LTA. Below is a brief description of each of the services:

Out-of-County Non-Emergency Medical Transportation (OOCMT)

The OOCMT service provides seniors and persons with disabilities, who reside in San Benito County, with transportation outside of the county for medical services that are not available in San Benito County. The service area goes as far south as the City of Salinas in Monterey County and as far north as the City of Palo Alto in Santa Clara County.

Some of the clients may require the driver to provide escort services through the door of their residence or the medical facility. Minor Spanish translation services may be provided by the driver for the client at the front desk.

The OOCMT service operates Monday through Saturday and the hours of service vary depending on the clients' destination and appointment schedule. Trip reservations must be scheduled at least 48 hours in advance and a subscription service is available to those that require regularly scheduled medical treatments (i.e. dialysis, chemotherapy, etc.)

OOCMT fares are shown below.

Out-of-County Non-Emergency Medical Transportation Zone Fares			
Zone	Distance from Hollister	Cities in Zone	Fare
Zone 1	0 to 15 miles	Gilroy	\$2.00 one way
Zone 2	16 to 30 miles	Watsonville, Salinas, and Morgan Hill	\$3.00 one way
Zone 3	31 to 45 miles	Monterey, Santa Cruz, and San Jose	\$4.00 one way
Zone 4	45 to 65 miles	Palo Alto	\$5.00 one way

Senior Lunch Program Transportation (SLPT)

The Senior Lunch Program Transportation service primarily serves seniors who participate in the Senior Lunch Program available in the City Hollister at the Community Center at 300 West Street. The clients have lunch and participate in the recreational activities at the community center.

The service operates Monday through Friday between 10:00 a.m. and 2:00 p.m. Reservations may be scheduled 24 hours in advance and a subscription service is available. Some clients may require the driver to provide through door escort services because of their physical condition.

No fare is charged for the Senior Lunch Program Transportation.

Medical-Shopping Assistance Program (MSAP)

The Medical-Shopping Assistance Program primarily serves seniors over the age of 60 and persons with disabilities residing in San Benito County. The service provides transportation, escort, and minor Spanish translation for clients at in-county medical appointments, banks, grocery stores, and pharmacies.

The service operates Monday through Friday and the hours of service vary depending on the clients' appointments and destination. Trip reservations must be made at least 48 hours in advance and priority is given to individuals residing in the more rural areas of San Benito County.

The fare for MSAP service is \$1.25 for a one-way trip.

2.4.3 Facilities and Vehicles

County Express Maintenance and Operations

County Express revenue vehicles are maintained by LTA staff at the LTA's transit maintenance facility located at 3240 Southside Road in Hollister, California. The LTA provides fuel for CE revenue vehicles at that facility. The contractor(s) is responsible for fueling the vehicles.

CE administrative and operations functions are housed at the transit maintenance facility. The facility has a dispatch area with a customer service counter, general

manager office, supply closet, restrooms, driver break room, fare reconciliation room, and parking for LTA vehicles and personal vehicles of contractor's employees. The renovation is nearing completion. A floor plan of the renovated dispatch area has been included in Appendix C. The renovations are scheduled to be completed in 2024.

Specialized Transportation Maintenance and Operations

Specialized Transportation revenue vehicles are maintained by LTA staff at the LTA's transit maintenance facility, located at 3240 Southside Road in Hollister, California. The LTA provides fuel for ST revenue vehicles at the transit facility. The contractor(s) is responsible for fueling the vehicles.

The LTA does not provide administrative or operations facilities for ST. Proposers for ST would be responsible for securing office space for administrative and operations functions. The office space must be ADA compliant and located in San Benito County. Proposed office space locations must be identified in the proposal for the LTA to evaluate.

Revenue Vehicles

Peak pull out of vehicles for CE is eight (8) and for ST is four (4). LTA will provide 20 revenue vehicles for County Express operations and 7 revenue vehicles for Specialized Transportation. A detailed list of vehicles may be found in Appendix C: LTA Vehicle Facility and Equipment List. Contractor(s) will be responsible for ensuring that when vehicles leave the yard for their first trip of the day (a pullout) the exteriors and interiors are clean and all ADA equipment including wheelchair securement systems and lifts or ramps are fully operational. Pullouts with dirty vehicles or of inoperative ADA features may result in liquidated damages being assessed as provided in section 6.10.4. These requirements apply to all vehicles for County Express and/or Specialized Transportation.

Stops and Shelters

LTA will provide, install, relocate, and remove bus stop signage as needed. The County Express Contractor is responsible for maintaining all bus stops, signage, and bus stop shelters. Maintenance duties at bus stops include, but are not limited to: debris and garbage removal from bus stops and shelters, graffiti removal, etc. The Contractor will be responsible for reimbursing the LTA for the cost of repairs or replacements of signage, shelters or other street furniture damaged by the Contractor.

2.4.4 Marketing and Outreach

LTA is responsible for updating, printing, and distributing brochures that provide detailed route and schedule information. Contractor shall ensure that brochures are available on-board transit vehicles. LTA may provide the contractor with information posters for mounting appropriate hardware at major bus stops and shelters.

From time to time, LTA may request the contractor to require bus operators to distribute and or collect surveys or notices to passengers using CE or ST services.

3 GENERAL CONDITIONS

3.1 Proposal Options

Proposals may be submitted for each of the following subject to the requirements of this section:

Option 1: Operate CE as a stand-alone service independent of ST

Option 2: Operate ST as a stand-alone service independent of CE

Option 3: Operate both the CE and ST services

Proposals that select Option 3 must indicate whether:

- The CE and ST services will operate as combined or standalone services
- The CE and ST services are being proposed under one contract or two separate contracts.

The requirements for submittal of proposals are described in Section 5 and summarized in Table 1 in that Section.

The proposer shall note that an escalation clause has been included in the draft contract to provide pay that keeps up with rising prices if the LTA elects to extend the contract past the initial three (3) year base period.

3.2 Contract Award Alternatives

The LTA reserves the right to award:

- a. Contracts to separate firms to operate CE and ST based on the individual proposals submitted for each service under Options 1 and Option 2.
- b. Contracts to one firm to operate both CE and ST, independent of each other, on the basis of the proposal submitted under Option 3.
- c. One contract to operate both CE and ST services in a combined operation on the basis of a proposal submitted under Option 3.

3.3 Limitations

Issuance of this RFP does not commit the LTA to award a contract, to pay any costs incurred in the preparation of proposals in response to this request, or to procure or contract for services or supplies. The LTA reserves the right to reject any and all proposals or to waive any irregularity or informality in any proposal or in the RFP process and to be the sole judge of the responsibility of any proposer and of the suitability of the materials and/or services to be rendered. The LTA reserves the right to withdraw this RFP at any time without prior notice. Further, the LTA reserves the right to modify the RFP schedule described herein.

3.4 Effective Period of Proposals

Proposals must represent a firm offer, which will remain in effect for one hundred eighty days (180) days from the designated date of receipt of proposal(s), unless mutually extended. No compensation will be made to firms for proposal preparation, interviews, or other proposal costs.

3.5 Addenda

Any changes to the RFP requirements will be made by written addenda issued by the LTA and shall be considered part of the RFP. Upon issuance, such addenda shall be incorporated in the agreement documents, and shall prevail over inconsistent provisions of earlier issued documentation. It is the proposers' responsibility to check the LTA's website (www.SanBenitoCountyExpress.org) for the most current information and addenda available. The last addendum will be posted on the website no later than 5:00 p.m., PDT, May 17, 2024.

3.6 Verbal Agreement or Conversation

No prior, current, or post award verbal conversations or agreement(s) with any officer, agent, or employee of the LTA shall affect or modify any terms or obligations of the RFP, or any contract resulting from this RFP.

3.7 Pre-Contractual Expenses

Pre-contractual expenses include any expenses incurred by proposers and selected Contractor(s) in:

- Preparing proposals in response to this RFP.
- Submitting proposals to the LTA.
- Negotiations with the LTA on any matter related to proposals.
- Other expenses incurred by a Contractor or proposer prior to the date of award of any agreement.

The LTA shall not be liable for any pre-contractual expenses incurred by any proposer or selected Contractor(s). Proposers shall not include any such expenses as part of the price proposed in response to this RFP. The LTA shall be held harmless and free from any and all liability, claims, or expenses whatsoever incurred by, or on behalf of, any person or organization responding to this procurement process.

3.8 Audit

The LTA reserves the right to make a pre-award audit of the selected proposer's proposed fees, rates, and costs to determine if they are fair and reasonable.

3.9 Withdrawal/Modification of Proposals

Any proposer may withdraw its proposal by written request at any time prior to the deadline for submittal of proposals. Unless otherwise specifically requested by the LTA, proposal modifications will be accepted only prior to the deadline for receipt of proposals at LTA's office and only in hard copy.

3.10 Proposals Not Returned after Submittal

No proposal shall be returned after the date and time set for opening thereof. All proposals submitted are public records and subject to disclosure following award of the contract. Any language purporting to render all or portions of the Proposal confidential will be regarded as non-effective and will be disregarded.

3.11 Waiver

In submitting a proposal the proposer affirms that they have sufficiently informed themselves in all matters affecting the provision of the services specified, that they have checked their proposal for errors and omissions; that the price stated in their proposal is correct and as intended by them

and is a complete and correct statement of their price for providing the services described in this RFP and as such services may have been modified in the proposal.

3.12 Use of Proposal Forms

Proposals must be submitted in the format required. Proposals submitted in any other form may be considered non-responsive and may be rejected.

3.13 Use of Subcontractor

If the proposal consists of a "prime" contractor and one or more subcontractors, the proposer shall identify the subcontractors in the areas of their responsibility; but the LTA will enter into an agreement only with the prime contractor who shall be responsible for all services required by the attached agreement.

3.14 Exceptions and Alternatives

Any Proposer desiring a revision to this RFP or any document included therein, prior to the Proposal Due Date, must submit a request prior to the deadline for receipt of such requests as set forth in Section 1.7. Questions and requests for clarification not submitted as required will not be considered.

Requests limited solely to the draft Agreement or Scope of Work may also be submitted as specified in Section 5.6.4, Question 22. Requests not submitted as required will not be considered. Approval of such requests will be granted at LTA's sole discretion.

LTA reserves the right to initiate negotiations for changes to the draft Agreement or Scope of Work at any time its sole discretion.

3.15 Rejection of Proposals

Any proposal that fails to meet the requirements of the RFP will be cause for rejection of the proposal. The LTA may reject any proposal if it is incomplete, contains irregularities of any kind, or is offered conditionally. The LTA reserves the right to reject any and all proposals without cause.

Proposals which contain false or misleading statements, or which do not support an attribute or condition claimed by the proposer, may be cause for rejection of the proposal. If, in the sole opinion of the LTA, such information was intended to mislead the LTA in its evaluation of the proposal, it will be cause for rejection of the proposal.

3.16 Performance Bonds/Security

A performance bond or other surety acceptable to the LTA in the amount of TEN PERCENT (10%) of the annual AGREEMENT price is required. The Performance Bond or other approved surety shall be received by the LTA within fifteen (15) working days of the approval by the LTA Board of Directors of any contract that may be awarded through this RFP process.

3.17 Protest Procedures

LTA's protest procedures are attached hereto as Appendix E.

3.18 Legal Responsibilities

All proposals must be submitted, filed, made, and executed in accordance with State of California and Federal laws relating to proposals for contracts of this nature, whether expressly referred to herein or not.

By submitting a proposal, the Proposer certifies that it will comply with all federal laws and requirements, including, but not limited to, Equal Employment Opportunity, Disadvantaged Business Enterprise, Labor Protection, Americans with Disabilities Act, Title VI of the Civil Rights Act of 1964 and other laws and regulations applicable to contracts utilizing federal funds.

3.19 Ethics in Public Contracting

Each proposer, by submitting a proposal, certifies that it is not a party to any collusive action or any action that may be in violation of the Sherman Antitrust Act. By submitting a proposal, the proposer certifies that its proposal was made without fraud; that it has not offered or received any kickbacks or inducements from any other proposer in connection with the offer; and that it has not conferred on any public employee, public member, or public official having responsibility for this procurement transaction, any payment, loan, subscription, advance, deposit of money, services, or anything of more than nominal value. The proposer further certifies that no relationship exists between itself and the LTA or another person or organization that interferes with fair competition or constitutes a conflict of interest with respect to a contract with the LTA.

The proposer's attention is called to the fact that a proposal is not completely executed and will not be considered for any purpose unless the non-collusive affidavit referenced in Section 5, Proposal Requirements, is completely and correctly executed and submitted with the proposal.

If at any time it shall be found that the person, firm, or corporation to whom a contract has been awarded has, in presenting any proposal or proposals, colluded with any other party or parties, then the Agreement so awarded shall be null and void and the proposer shall be liable to the LTA for all loss or damage which the LTA may suffer thereby, and the LTA may advertise for a new Agreement for the services contemplated herein.

More than one proposal from an individual, firm, partnership, corporation, or association under the same or different names may be rejected. Reasonable grounds for believing that a proposer has an interest in more than one proposal for the work solicited may result in rejection of all proposals in which the proposer is believed to have an interest.

3.20 Proposals shall be Available for Public Inspection

Before award of the contract, all Proposals will be designated confidential to the extent permitted by the California Public Records Act. After award of the contract (or if not awarded, after rejection of all Proposal), all responses will be regarded as public records and will be subjected to review by the public. Any language purporting to render all or portions of the Proposal confidential will be regarded as non-effective and will be disregarded.

3.21 Contract Incorporation

Proposers should be aware of the contents of their proposals as well as the terms and conditions of this RFP, which shall become a part of the subsequent contract between the LTA and the successful proposer. Any modifications to the sample Agreement or Scope of Work must be submitted with Proposer's proposal as required by Section 5.6.4 Question 22 and approved by the LTA. Failure or refusal of a proposer to accept the duties and obligations reflected in the draft Agreement or Scope of Work may result in the rejection of its proposal or cancellation of any award. Any damages accruing to the LTA as a result of a proposer's failure or refusal to execute a contract with the LTA, if awarded the contract, may be recovered from the Contractor.

4 PROPOSAL EVALUATION, SELECTION AND CONTRACT AWARD

4.1 General

4.1.1 Staff Recommendation

LTA staff will make a recommendation for award of contract to the LTA Board of Directors. The LTA reserves the right to award the contract based upon initial written proposals and without oral briefings or discussion. In the event that the contract is not awarded without oral briefings or discussion, the recommendation will take place through the multi-phase process described below. Staff will recommend the firm that: a) falls within a competitive range (described in Phase I), and b) receives the highest evaluation in Phases II, III and IV (based on original proposal, interviews, negotiations, and best and final offer). The LTA's Board of Directors will make the final determination of contract award.

4.1.2 Selection Committee

A Selection Committee will evaluate all proposals within the competitive range utilizing the proposal evaluation criteria listed in Section 4.3

4.1.3 Right to Make a Selection

The LTA reserves the right to make the selection of a proposer based on any or all factors of value, whether quantitatively identifiable or not, including, but not limited to, the anticipated initiative and ability of the proposer to perform the services set forth herein.

4.1.4 Reject Proposals, Waive Irregularities

The LTA reserves the right to reject any or all proposals, to waive any requirements, both the LTA's and those proposed by the proposer; to waive any irregularities or informalities in any proposal or the RFP process when it is in the best interest of the LTA to do so; to negotiate for the modification of any proposal with mutual consent of the proposer; to re-advertise for proposals, if desired; to sit and act as sole judge of the merit and qualifications of the service offered; and to evaluate at its absolute discretion, the proposal of each proposer, so as to select the proposer that best serves the requirements of the LTA, thus ensuring that the best interests of the LTA will be served. A proposer's past performance, and the assurance that it will provide service as stipulated, will be taken into consideration as part of the proposal evaluation process.

4.1.5 Investigations of Proposers, Misrepresentation by Proposers

The LTA may make such investigation as it deems necessary to determine the ability of a proposer to furnish the required services, and the proposer will furnish to the LTA all such information and data for this purpose as the LTA may request. The LTA reserves the right to reject any proposal if the evidence submitted by, or investigation of, such proposer fails to satisfy the LTA that such proposer is properly qualified to carry out the obligations of a contract and to deliver the services contemplated herein or the proposal of any proposer who has previously failed to perform properly, or complete on time, contracts of a similar nature. Any material misrepresentation or material falsification of information provided to the LTA in the proposer's submission, or at any

point in the proposal evaluation process, including any interview conducted, is grounds for rejection of the proposal. In the event that the misrepresentation or falsification is not discovered until after any agreement is awarded, the agreement may be terminated at that time. A determination as to whether a misrepresentation or falsification of the proposal is material shall be made in the exercise of the LTA's sole discretion. The LTA expressly reserves the right to reject the proposal of any entity in default on the payment of taxes, licenses, or other moneys due the LTA.

4.1.6 Background Inquiries

The LTA reserves the right to conduct a background inquiry of each proposer which may include the collection of appropriate criminal history information, contractual and business associations and practices, employment histories, and reputation in the business community. By submitting a proposal to the LTA, the proposer consents to such an inquiry and agrees to make available to the LTA such books and records as the LTA deems necessary to conduct the inquiry.

4.1.7 Clarifying Information

The LTA may request clarifying information from proposers on an individual or collective basis at any time during the screening and selection process. Clarification may be requested via telephone or email; responses are expected by LTA the following day. Failure to respond to a request for clarification may result in disqualification of a proposal.

4.2 Proposal Evaluation Procedure

4.2.1 Phase I – Initial Review of Proposals

LTA staff will review all proposals to determine those that are responsive and meet the minimum qualifications described in Section 1.4. Proposals that do not meet the minimum qualifications, are incomplete, or improperly formatted, will be considered non-responsive and will be rejected.

4.2.2 Phase II – Determining Proposals within the Competitive Range

All responsive proposals meeting the minimum qualifications will be evaluated by the Selection Committee using the evaluation criteria described in Section 4.3 to determine proposals that are within a competitive range.

4.2.3 Phase III – Proposer Interviews

The highest ranked 3-5 firms within the competitive range will be invited to interview with the Selection Committee and be given an opportunity to clarify their proposal, present additional appropriate materials that will assist the Selection Committee's evaluation process and answer questions from the Committee. At a minimum, the proposed General Manager, Safety/Training Manager, and the Regional Manager should attend. If the firm does not have a Regional Manager, the General Manager's immediate supervisor may be substituted. Interviews will be with the proposed personnel intended to work only on the LTA contract; substitutions or replacement of any personnel interviewed within the first year of the contract without consulting LTA shall be viewed as a violation of the contract and will result in penalties. Failure to

provide the requested personnel for the interview may reflect negatively on the proposer. At the conclusion of each interview, areas for proposal improvement and/or clarification may be identified by Committee members for the benefit of proposers.

4.2.4 Phase IV – Best and Final Offers

During or after the interviews have concluded, LTA may, if determined by LTA to be in the best interest of LTA, request proposers to submit their best and final offers in a format and manner specified by LTA.

4.2.5 Phase V – Final Determination of Proposal Scores

Using the evaluation criteria described in Section 4.3, the Selection Committee will determine the score for each proposer based on the proposal, interview, clarifying information LTA may request, and best and final offer. Weighted scores from all Committee members will then be added to determine which proposal has the highest score.

4.3 Proposal Evaluation Criteria

Proposals will be scored utilizing the criteria presented below. A total of 110 points are possible.

Evaluation Criteria	Max. Points
Technical Proposal	35
Proposed Personnel	27
Experience and Qualifications of Proposer	21
Cost Proposal	17
Does the Firm Intend to Retain the Existing Contractor's Employees Consistent with California Labor Code Sections 1070-1074?	10
TOTAL	110

4.3.1 Technical Proposal (35 points possible)

- a. Understanding of requirements as reflected by proposal.
- b. Operations approach - organization of the transit system's operation, method of providing relief drivers, handling of absenteeism, method of service quality monitoring, method of bus cleaning, provision of customer service and dispatching, number of employees at driver, dispatcher, customer service, supervisory and bus and bus stop/shelter cleaning positions.
- c. Assurance of uninterrupted service in the event of driver shortages and use of staff hiring and retention incentives.
- d. Training and safety programs.
- e. Transition plan and procedures demonstrating the ability to transition smoothly from the existing contractor to the selected proposer, continuity of system from passenger's viewpoint, continuity of system operations knowledge to ensure minimal LTA staff effort during transition.
- f. Utilization of current drivers, dispatchers and supervisors, and proposed wage and benefit levels for employees.

- g. The firm's experience to recruit and retain quality employees in a tight labor market as indicated by the proposal.
- h. Innovative approaches to providing high quality service

4.3.2 Proposed Personnel (27 points possible)

Qualifications and experience of proposed on-site manager and other critical management personnel.

4.3.3 Experience and Qualifications of Proposer (21 points possible)

- a. Apparent level of corporate support for local operations.
- b. Company experience with similar transit services.
- c. Financial stability.
- d. Prior safety record.
- e. References.
- f. Other services proposer would make available to LTA.
- g. For ST proposals only - Proposers apparent knowledge of local issues, organizations, and services available to individuals likely to be ST consumers.

4.3.4 Cost Proposal (17 points possible)

- a. Proposed price.
- b. How LTA's cost would be affected by any other aspect of proposal.
- c. How costs are distributed among various components of the proposed services to be provided.
- d. Other services proposer makes available to LTA and the cost of said services.

4.3.5 Does the Firm Intend to Retain the Existing Contractor's Employees Consistent with California Labor Code Sections 1070-1074? (10 points if Yes, 0 points if No)

4.4 Negotiations with Proposer(s)

The LTA reserves the right to negotiate all elements that comprise the proposal(s) submitted by the proposer(s) in the competitive range to ensure the best possible consideration for all concerned. Only the LTA has the right to initiate negotiations. Negotiations will not be initiated at the request of any Proposer.

4.5 Execution of Agreement

After the LTA, at its sole discretion, determines that contract negotiations are concluded, and within ten (10) calendar days after the final Agreement offered is personally delivered to the selected proposer or placed by the LTA in the U.S. Mail postage prepaid, the proposer to whom the contract is offered shall execute and deliver the Agreement to the LTA in such number of counterparts as the LTA may require.

If the proposer to whom the award is made fails to enter into the Agreement as herein provided, the LTA may annul the award.

After LTA staff receives the fully executed agreement from the selected proposer, a staff recommendation will be made to the LTA Board of Directors for award of the contract to the selected proposer. The LTA Board reserves the right to approve or reject any contract.

5 PROPOSAL REQUIREMENTS

5.1 Proposal Options

Proposals may be submitted for each of the following subject to the requirements of this section:

Option 1: Operate CE as a stand-alone service independent of ST.

Option 2: Operate ST as a stand-alone service independent of CE.

Option 3: Operate both the CE and ST services.

Proposers that select Option 3 must indicate whether:

- The CE and ST services will operate as combined or standalone services
- The CE and ST services are being proposed under one contract or two separate contracts.

A separate proposal shall be submitted for each Option the proposer wishes to be considered for the award of a contract. Each proposal option is subject to different submittal requirements as described in this section.

At its sole discretion, LTA may award a contract(s) for the Option(s) it believes best suits the needs of LTA.

Additional information is required when Option 3 is submitted so that the Selection Committee can properly evaluate the rationale behind the proposal to operate both services together or separately, and to operate under one or two contracts.

Table 1 shows the information required to be submitted for each proposal option.

5.2 General Requirements

Proposals should be brief and concise. Lengthy narrative is discouraged. Proposals should not include any unnecessarily elaborate or promotional material. Note that the Scope of Work contains minimum requirements for some areas which should be addressed in the proposals. Sufficient detail must be provided for the Selection Committee to score proposals accurately. All requested information must be supplied. Failure to submit a complete proposal shall be grounds for a determination of non-responsiveness.

Informational material the proposer believes to be significant in support of its proposal may be included at the end of its proposal as described in Section 5.6.7.

5.3 Proposal Copies and Packaging

- One copy of each proposal shall be submitted with original signatures.
- Four copies of each proposal (1, 2, 3, as described later in this RFP) shall also be submitted.
- A copy of each proposal shall be submitted on a separate USB flash drive/thumb drive.

All proposals submitted for an Option shall be packaged separately from proposals submitted for other options. The Proposal Option number, the firm's name and "San Benito County Local Transportation Authority" shall be clearly marked on each package. Proposals shall be submitted as required in Section 5.4.

5.4 Mandatory Proposal Format

Each proposal shall be formatted as described below. Proposals not formatted as required may be considered non-responsive.

Each proposal shall be bound. The following information shall be displayed on the covers in an accessible font that is easy to read.

- Proposal Option (insert option number)
- Firm Name
- San Benito Local Transportation Authority

Proposals shall:

- a. Be typed using a legible, easy to read font for the body of the text and headers.
- b. Be submitted on 8 ½"x 11" paper.
- c. Include the Proposer's name and Proposal Option selected in each pages' footer as appropriate.
- d. Use both sides of the paper as appropriate.
- e. Be organized in the exact order described in Section 5.6.
- f. Use numbered/lettered, tabbed dividers to clearly indicate the location of proposer's responses to each information item requested and to separate the major sections of the proposal from one another.
- g. Questionnaire responses shall be tabbed as described in Section 5.6.4.

5.5 Proposed Price and Cost Information

Vehicle Revenue Hours

Proposed Prices and Costs shall be based on the operation of the following number of revenue vehicle hours for CE and ST consistent with the requirements of the Agreement (Section 6) and the Scope of Work appropriate to the service(s) for which a proposal is being submitted (Section 7):

- CE: 32,800 Vehicle Revenue Hours
- ST: 6,700 Vehicle Revenue Hours

Fixed Rate plus Hourly Rate CE

Prices are requested for payment to be made by the LTA to the successful firm in a two-part payment process described as follows:

1. Payment of an agreed upon fixed rate per month if revenue hours are at least 1,300 per month
OR
Payment of an agreed upon alternate fixed rate per month beginning on the fourth month if revenue hours are below 1,300 per month and have been below 1,300 per month for the previous three consecutive months, PLUS,

2. Payment for the number of revenue vehicle hours operated during the billing period determined by an agreed upon rate per revenue vehicle hour.

Fixed Rate plus Hourly Rate ST

Prices are requested for payment to be made by the LTA to the successful firm in a two-part payment process described as follows:

1. Payment of an agreed upon fixed rate per month if revenue hours are more than 250 per month
OR
Payment of an agreed upon alternate fixed rate per month beginning on the fourth month if revenue hours are below 250 per month and have been below 250 per month for the previous three consecutive months, PLUS,
2. Payment for the number of revenue vehicle hours operated during the billing period determined by an agreed upon rate per revenue vehicle hour.

5.6 Instructions for All Proposals

Each proposal shall include documents, information and completed forms as described in this Section and summarized in Table 1. Where necessary or requested, proposals shall reference Option numbers that correspond to those shown in Table 1 (1, 2, 3). These options are briefly described below.

Option 1 CE Alone: Operate CE as a stand-alone service independent of ST.

Option 2 ST Alone: Operate ST as a stand-alone service independent of CE.

Option 3 CE and ST: Operate both CE and ST services.

Proposers that select Option 3 must indicate whether:

- The CE and ST services will operate as combined or standalone services.
- The CE and ST services are being proposed under one contract or two separate contracts.

Firms submitting proposals for more than one Option shall submit all required information for each Option submitted as summarized in Table 1. Each Option's proposal shall be a stand-alone document. Unless otherwise indicated, references made to items included in other Option submittals will not suffice in lieu of the inclusion of required documents or narrative.

Table 1

Required Proposal Content			
	County Express	Specialized Transit	Operation of Both ST & CE
	Option 1	Option 2	Option 3
Cover Letter	X	X	X
Table of Contents	X	X	X
Questions 1-29	X	X	X
Question 30			X
Form A1	X		
Form A2		X	
Form A3			X
Form A4	X	X	X
Form A5	X	X	X
Form A6	X	X	X
Form A7	X	X	X
Form A8	X	X	X
Forms B1-B8	X	X	X

As shown in Table 1, the following requirements apply to Proposals that may be submitted:

- Proposals submitted to operate CE only, as a stand-alone service, must include the documents required under Option 1.
- Proposals submitted to operate ST only, as a stand-alone service, must provide the documents required under Option 2.
- Proposals submitted to operate both the CE and ST services, regardless of whether they will be operate together or separately and regardless of whether they will operate under one or two contracts, must provide the documents required under Option 3.

5.6.1 Order of Inclusion of Requested Items in Proposals

Proposals shall address all items requested in the following sections and be presented in the proposal in the exact order shown below.

5.6.2 Cover Letter

Each proposal shall include a cover letter that identifies, at the top of the letter, the Option (1, 2, 3) for which the proposal is submitted. The letter must also contain the proposing firm's name, address and telephone number. The letter shall provide the following information: name, title, address and telephone number of an individual with authority to bind the Contractor and who may also be contacted during the period of proposal evaluation.

The cover letter shall provide a statement that the proposal is valid for a minimum period of 180 days subsequent to the RFP closing date.

The cover letter shall include the original signature of the individual authorized to negotiate on behalf of and to contractually bind the proposer.

If the Proposer is selecting submittal Option 3, the cover letter shall indicate whether the Proposer is electing to operate the CE and ST services together or as standalone services AND if they are proposing to operate the services under one contract or two separate contracts.

5.6.3 Table of Contents

Each information item required in Table 1 shall be listed in the Table of Contents along with the associated tab number.

5.6.4 Questionnaire

Responses to each question included below shall be provided in the manner specified herein. For each response to a question, on the page following the question divider tab, the question posed by the RFP must be located at the top of the page followed by the proposer's response. Only one question may be addressed following each divider tab.

Question 1

Describe your firm's general management philosophy at the corporate and local level for operation of service(s) similar to that for which your firm wishes to be considered.

Question 2

Describe your firm's corporate/regional organizational structure and the resources that will be available to support the intended service or services. Be specific regarding level of effort, staffing, location, etc.

Question 3

Describe how your proposed operation would be organized at the local level in San Benito County. With your answer, include an organization chart indicating all job classifications in the organization and the number of employees (split between full-time and part-time) that would be used in each job classification. Provide a brief description of the duties of each position. At a minimum, the chart and description should address the following positions or position equivalents: Site Manager, Operations Manager, Safety and Training Manager, Supervisor/Dispatcher, Road Supervisor, Customer Service Specialist, Bus Driver, Bus and Shelter Cleaner/Fueler/Utility Person and administrative support personnel. Provide any information that would assist in determining the quality of the proposed organizational approach.

Question 4

For each job classification shown in the organization chart submitted for Question 1 above, list the proposed wages for each position utilizing Form A-4 in Appendix A, titled Labor Wages. CONTRACTOR shall certify in its response to this question that it will not lower the stated wage rates during the term of the agreement either for employees of the existing contractor or for employees hired after the agreement becomes effective.

Question 5

Specifically identify and describe the experience and qualifications of the proposed Site Manager, Operations Manager and Safety & Training Manager. In addition to concise descriptions of the experience and qualifications for these individuals, one-page resumes for these individuals must be included in the response to this question. Identify references (including phone numbers) who can verify experience.

Question 6

Declare whether or not your firm would retain the employees of the prior contractor for a period of not less than 90 days, consistent with California Labor Code Sections 1070-1074. (As required by law, LTA will give a ten percent (10%) preference to any proposer who agrees to retain the non-exempt employees of the prior contractor.)

Beyond said 90-day period, describe how you intend to utilize the current contractor's drivers, dispatchers, supervisors, and other employees. What consideration, if any, would be given to seniority among the existing contractor's employees?

Question 7

- a) Describe your firm's proposed program to accommodate "no shows," absenteeism, vacation, and turnover of employees. What assurance does the LTA have that there will be no missed runs due to a lack of employees?
- b) Provide a contingency plan in the event of a work stoppage by employees and/or in the event of lack of operators, supervisors, or maintenance personnel, in order to maintain and provide on-time bus service and acceptable performance standards.

Question 8

Describe how your firm will monitor service quality and compliance with ADA.

Question 9

Describe your methodology for assessing on-time performance. Discuss your approach to ensuring the validity of data collected throughout this process.

Question 10

Describe the techniques you will use to increase hiring and improve retention. Discuss how these techniques have been used at other agencies and their success rates.

Question 11

Describe the proposed bus, bus stop and bus shelter cleaning operation including, at a minimum, person-hours devoted to cleaning, investment in cleaning equipment/vehicles and supplies. Does your-firm intend to subcontract out for bus, bus stop, and bus shelter cleaning? Describe specifically how your firm will monitor bus cleaning and ensure compliance with the Scope of Work if deficiencies are discovered during monitoring procedures.

Question 12

Describe your firm's proposed customer service component. Which personnel will handle telephone and over-the-counter information? Verify in your answer that customer inquiries will be responded to in English or Spanish at all times when the system is in operation. Will you be using a telephone translation service as the primary or backup for Spanish interpretation?

Question 13

Describe specific experience with RouteMatch dispatch software and TransTrack transit software.

Question 14

Describe the proposed ongoing safety program.

Question 15

Describe your experience collecting, record keeping and reporting to your clients the data necessary for them to comply with National Transit Database reporting requirements and Federal Transit Administration drug and alcohol testing reporting requirements.

Question 16

The Contractor shall be responsible for all fare collection and reconciliation activities, safeguarding and depositing all fare revenues in a dedicated account as directed by the LTA, and for all fare/revenue reporting. Discuss your approach to ensuring funds will not be stolen, pilfered, or misplaced and ensuring the validity of data collected throughout this process.

Question 17

Briefly, outline the proposed driver training program for new drivers and retraining program for veteran drivers. Included at a minimum must be an outline of the topics covered, the time devoted to each topic, the number of classroom hours, the number of behind-the-wheel hours with trainers only, the number of driving hours in regular service with a trainer or instructor, the amount of time devoted to training on ADA compliance, wheelchair securement, and disability sensitivity and awareness, the amount of time devoted to customer relations training, and the amount of time spent training with each type of vehicle in LTA's fleet. In addition to the above, a complete detailed description of the driver-training program and/or driver handbook may be submitted under section 5.4.6. Supplemental Information Proposer Wishes to Provide.

Question 18

Provide a transition plan in sufficient detail to describe how the transition would occur during a change in contractors, including a timeline showing significant milestones. The plan should include, at a minimum, an overview of the start-up approach including an implementation schedule outlining the steps to be taken and timing up to the point of the beginning of the operation of the service. The plan should indicate how the firm proposes to ensure that, during the transition from the current contract to the new

contract, transit service will be provided in a continuous, uninterrupted and apparently seamless manner and that the breadth of system knowledge among employees is no less than that possessed by employees prior to the beginning of the new contract. Describe how the proposer's knowledge of the intricacies of the CE and/or ST services will be sufficient to ensure that LTA staff will not need to spend time educating the proposer's staff on such matters.

Question 19

Discuss any agreements you might have reached with the current union. If your firm has not reached agreements with the current union, your firm may include a brief description of other successful agreements reached with unions on other contracts.

Question 20

List the experience your firm has providing and/or managing publicly funded transportation service similar to that provided by CE and/or ST (the experience should be relevant to the service for which the proposal is submitted). For each service listed, provide dates of service, annual revenue vehicle hours, number and type(s) of vehicles, annual ridership and the name, telephone number and email address of responsible individuals who can verify service.

Question 21

List the experience your firm has transitioning staff from operating gasoline or diesel-powered vehicles to battery electric vehicles or training staff on the driving of electric vehicles. Discuss any challenges that you have encountered operating a mixed fleet of internal combustion and battery electric vehicles and how you have resolved issues.

Question 22

List any exceptions you request to the draft Agreement and/or Scope of Work. Exceptions not described in reply to this question will not be considered at a later date unless initiated by LTA staff.

Question 23

List any service, program, resource, new or creative idea or proposal detail not mentioned earlier that would be of benefit to the LTA and would be available to the LTA at no additional charge.

Question 24

List and price any other items you propose to offer as an option in addition to the items required by the RFP, the Agreement and the Scope of Work.

Question 25

Describe the medical (including prescription coverage), dental and vision benefit packages to be provided to employees. Show the cost of these benefits in Appendix A, Form A-5. Provide the following information for each of the three types of benefits:

- a. Name of plan

- b. Description of plans key benefits
- c. Cost to employees for plan for employee only and for employee plus dependents
- d. Deductible to be paid by employee and/or co-pays required
- e. Annual cost to proposer per employee to provide the benefit
- f. Indicate if the benefit would be available to part-time employees and how the benefit and/or its cost to part-time employees would differ from that provided to full-time employees.

Question 26

Describe proposer's intended retirement plan, vacation leave, sick leave, holidays, life insurance coverage, and other benefits. Show costs attributed to the benefits in the appropriate form included in Appendix A, Form A-5.

Question 27

Has your firm applied for credit protection under any bankruptcy proceedings over the past five years? (Answer "yes" or "no." If the answer is "yes," give details.)

Question 28

Is there any recent, current, or pending litigation involving transit services operated by your firm due to accidents that have resulted in death or serious injury? ("Recent" shall be defined as any judgment entered or settlement reached within the past five years which resulted in a dismissal of a lawsuit.) Answer "yes" or "no." if the answer is "yes," provide a detailed description of each accident/incident. Describe the plaintiffs' allegation(s) of negligence by your firm, if any, and your firm's response, if any. For traffic accidents, specify the party determined by the investigating law enforcement agency to be at fault and why. The court of jurisdiction and number of each case shall be included with the answer.

Question 29

Has any public transit agency, since January 2019, terminated a contract with your firm prior to the contract's intended expiration date or elected not to exercise an option term? Your response must state yes or no. If the answer is yes, the following information must be provided for each contract termination.

- 1. Transit operator name and address.
- 2. Name and telephone number of contract administrator for said transit operator.
- 3. Explanatory information.

Question 30

Proposals submitted under Option 3 shall respond to this question after all other question responses in this section:

Briefly describe why the proposal is electing to operate the CE and ST services in a combined fashion or as standalone services?

Briefly describe why the proposal is seeking one contract or two separate contracts for the operation of these services?

5.6.5 Proposed Price and Cost Information

Price Proposal Forms

Price Proposals shall be submitted using the forms listed below, which are included in Appendix A to this RFP. Prices shall be submitted for each of the three (3) "Base Years" and each of the two (2) "One Year Options". The appropriate Price Proposal form shall be submitted as shown in Table 1. Unless specified otherwise, only one of the three Price Proposal forms must be submitted with each Proposal.

Form A-1: County Express Price Proposal

Form A-2: Specialized Transportation Price Proposal

Form A-3: Combined Services Price Proposal

Cost Information Forms

Appendix A forms A-4 through A-7 shall be used to provide detailed information for operating costs, startup costs, labor wages and labor benefits. A separate set of forms for Detailed Costs, Startup Cost Detail, Labor Wages and Labor Benefits shall be submitted for each proposal.

Form A-4: Detailed Costs Detailed costs need be shown only for the first three years of the term of the agreement for each Proposal Option. This is the only form that permits the submittal of required information to be limited to only the first three years of the agreement.

Form A-5: Start Up Cost Detail Start-up cost for the Proposal's Option. If the Proposal is for Option 3 the start-up costs shall be broken up by CE and ST.

Form A-6: Labor Wages List all positions and wages for the Proposal's Option.

Form A-7: Labor Benefits List all positions and benefits with both the Proposer's and employee costs for the benefits.

5.6.6 Standard Forms to be submitted with Proposal

The forms listed below shall be completed and submitted with each proposal; however, only one copy of these forms with original signatures must be submitted regardless of the number of proposals submitted. The forms with original signatures need be included in only one of the proposals required to have original signatures. All other proposals must include copies of the signed forms. (Forms are included in Appendix B to this RFP.)

- Form B-1: DBE Participation
- Form B-2: Non-Collusive Affidavit
- Form B-3: Eligible Bidder Certificate
- Form B-4: Certification of Primary Participant Regarding Debarment, Suspension, and Other Responsibility Matters

- Form B-5: Certification of Lower Tier Participants Regarding Debarment, Suspension, and Other Ineligibility and Voluntary Exclusion
- Form B-6: Certification of Restriction on Lobbying
- Form B-7: Buy America Certificate
- Form B-8: Acknowledgement of Addenda

5.6.7 Supplemental Information Submitted by Proposer

At the end of the proposal, the proposer may add supplemental information in support of its proposal that is not appropriate to include in its responses to questions contained in Section 5.6.4 Questionnaire. This section must be tabbed "Supplemental Information" and include its own table of contents and numbered/lettered tabs for each individual item.

DRAFT

6 DRAFT AGREEMENT FOR MANAGEMENT AND OPERATIONS

DRAFT AGREEMENT FOR TRANSPORTATION MANAGEMENT AND OPERATIONS SERVICES

This AGREEMENT for management of the (insert service name) hereinafter referred to as "(insert service name)", is made and entered into this ____ day of _____ 20XX by and between the San Benito County Local Transportation Authority, hereinafter referred to as "LTA" and, (insert name of successful proposer), hereinafter referred to as "CONTRACTOR".

WITNESSETH

WHEREAS, the LTA has determined that it requires management and operation services for its (insert service name) public transit system; and

WHEREAS, CONTRACTOR has represented that it has the necessary expertise and personnel and is qualified to perform such services;

NOW, THEREFORE, it is mutually understood and agreed as follows:

6.1 Complete Agreement

This AGREEMENT and the attachments and documents incorporated herein constitute the complete and exclusive statement of the terms of the AGREEMENT between the LTA and the CONTRACTOR and it supersedes all prior representations, understanding and communications. The invalidity in whole or in part of any provision of this AGREEMENT shall not affect the validity of other provisions. Either party's failure to insist in one or more instances upon the performance of any term or terms of this AGREEMENT shall not be construed as a waiver or relinquishment of that party's right to such performance by the other party.

6.2 LTA Designated Representatives

The Executive Director or his/her designee shall have the authority to act for and exercise any of the rights of the LTA as set forth in this AGREEMENT, subsequent to the authorization of the Board of Directors of the LTA.

6.3 Employment of The Contractor

LTA hereby engages the CONTRACTOR, and the CONTRACTOR agrees to perform the services hereinafter described in connection with the management and operation of *(insert CE, ST or BOTH, as appropriate)*.

6.4 Independent Contractor

The CONTRACTOR'S relationship to LTA in performance of this agreement is that of an independent contractor. The personnel performing services under this AGREEMENT shall at all times be under CONTRACTOR'S exclusive direction and control and shall be employees of CONTRACTOR and not employees of LTA. CONTRACTOR shall pay all wages, salaries, and other amounts due its employees in connection with 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.

CONTRACTOR shall notify its employees by written notice that any and all obligations in connection with their employment are those of the CONTRACTOR and not of the LTA.

6.5 Scope of Work

Subject only to the general policies and direction of the LTA with regard to (insert service name) management and operation, and to the provisions and requirements of this AGREEMENT, CONTRACTOR shall, upon receiving LTA's notice to proceed, do all things necessary to supervise and operate (the insert service name) in accordance with EXHIBIT A attached hereto and incorporated herein by reference.

6.6 Changes in Scope of Work

It is understood and agreed by LTA and CONTRACTOR that it may be necessary during the term of this AGREEMENT, to modify its provisions or to revise the scope and/or extent of (insert service name) system operations.

6.6.1 Amendment

In each such instance, LTA and CONTRACTOR shall consult with each other and shall come to a mutually acceptable agreement as to the nature of the required modification or revision desired. Each modification or revision required shall be reduced to writing, and when appropriately executed by both parties, shall constitute an amendment to this AGREEMENT.

Each amendment will be identified and sequentially numbered as "Amendment No. 1" and so forth, shall be subject to all of the other applicable provisions of this AGREEMENT, and shall be attached to EXHIBIT C, entitled "APPROVED AMENDMENTS (insert service name) AGREEMENT". Until an amendment has been approved in the foregoing manner, it shall have no force or effect.

6.6.2 Minor Changes

Notwithstanding the above, LTA, without invalidating the AGREEMENT, may from time to time order minor changes in the scope and/or extent of (insert service name) system operations involving routes, service area boundaries, schedules, operating hours, bus stop locations, and so forth, to respond to demand, special events and other occurrences without requiring an amendment pursuant to this Section, provided that such changes do not result in a change in the number of annual vehicle revenue hours of more than twenty (20%). Such changes shall be made by written sequentially numbered change order.

6.7 Term of Agreement

6.7.1 Base Term

This AGREEMENT shall become effective November 8, 2024 and shall continue in full force and effect through November 8, 2029, unless earlier terminated as provided herein. The first three (3) years of the Agreement shall be known as "base years."

6.7.2 Option Years

Prior to completion of the three (3) year Base Term, the LTA, at its sole discretion, may extend the AGREEMENT for a one-year option term. Prior to the end of that option year, the LTA, at its sole discretion, may extend the AGREEMENT for an additional one-year option term. The LTA may extend the base AGREEMENT for a maximum of two (2) one-year option terms. If the LTA does not extend the Agreement per this section, it shall expire as provided for in Section 6.7.1, Section 6.16 or on the last day of the most current option year extension approved by the LTA. Payment for option years is shown in Section 6.8.

It is mutually understood and agreed that all work performed and services provided during the option terms shall be in strict compliance with all of the requirements of this AGREEMENT as such may be amended from time to time by mutual agreement. It is mutually understood and agreed that LTA is under no obligation whatsoever to extend the AGREEMENT beyond the three (3) base years and that no representations have been made by LTA committing the AGREEMENT to continue into the option years, and that LTA may proceed with alternate methods of providing ST and or CE transit services during the time periods otherwise covered by the option years.

6.7.3 Month-to-Month Extensions

Upon completion of the full term of this AGREEMENT LTA, at its sole discretion, may extend the term of this AGREEMENT on a month-to-month basis up to a maximum of six (6) months. The Contractor acknowledges and agrees that it shall, upon exercise of the Month-to-Month extensions by the LTA, provide the services described hereunder in satisfaction of all requirements of this Agreement. LTA shall notify CONTRACTOR in writing of such extensions on or before August 31, of the termination of the last option year of the AGREEMENT. The compensation rates in effect during the last monthly period of the final option year of this AGREEMENT shall remain in effect during any such month-to-month extension.

6.8 Compensation for Services

6.8.1 Base Compensation

In consideration for CONTRACTOR'S performance of services under this AGREEMENT, LTA shall compensate CONTRACTOR as shown for each year of the AGREEMENT in the following table, a fixed payment per month plus a rate per revenue vehicle hour for each revenue vehicle hour operated at the direction of the LTA in compliance with Exhibit A, Scope of Work.

Dates for which Rates are Effective	Fixed Payment Per Month	Alternate Fixed Payment Per Month	Rate per Revenue Vehicle Service Hour
November 8, 2024 through November 8, 2025			
November 8, 2025 through November 8, 2026			
November 8, 2026 through November 8, 2027			
November 8, 2027 through November 8, 2028			
November 8, 2028 through November 8, 2029			

6.8.2 Vehicle Delivery Expense Reimbursements

LTA shall reimburse CONTRACTOR at the rate per revenue vehicle service hour shown in Section 6.8.1 for each hour a vehicle is in operation as is necessary to deliver vehicles to LTA designated suppliers and vendors for repair and servicing, as directed by LTA. No reimbursement shall be paid if vehicle delivery is necessary to correct loss or damage that is determined by LTA to be due to collision, vandalism, theft, or abuse, regardless of the party at fault, while the vehicle was under CONTRACTOR's care and control.

6.8.3 Compensation for Unanticipated Additional Services

In the event that additional services are undertaken by CONTRACTOR either at the direction of the LTA or as the result of written authorization provided by LTA to CONTRACTOR, payment to CONTRACTOR shall be adjusted to compensate CONTRACTOR for actual cost incurred to provide said additional services. CONTRACTOR shall provide documentation of costs incurred satisfactory to LTA including, but not limited to, receipts, invoices and other documents that may be required by LTA, copies of which shall be attached to CONTRACTOR's invoice. Said charges shall be included as a separate line item in CONTRACTOR's monthly invoice.

6.8.4 Escalation Clause

Commencing after the third year of the contract the San Benito LTA shall increase the fixed and hourly rates by 3 percent.

6.9 Invoice; Payment

6.9.1 Invoice

On or before the 10th day of each month, CONTRACTOR shall submit an invoice to the LTA, Attention: Transportation Planner. Said invoice shall itemize CONTRACTOR'S full and complete performance hereunder for the previous monthly period. Invoices shall be in such form and shall incorporate such supporting documentation as the LTA may from time to time require. At a minimum, CONTRACTOR shall provide the following itemization for each invoice submitted:

- a. Vehicle Revenue Hour Charges shall be directly traceable by LTA to (insert service name) as identified in Exhibit A - Scope of Work, or revisions thereto, and operator trip sheets.
- b. Fixed monthly payment or alternate fixed monthly payment
- c. Other Charges for which prior authorization has been provided by LTA, but not covered in the Fixed Monthly Rate or Fixed Vehicle Revenue Hour, shall be billed monthly with charges directly traceable to receipts, bills, etc., copies of which shall be attached to the invoice.

6.9.2 Payment

All payments by LTA shall be made in arrears after the service has been provided. Within thirty (30) days following receipt of CONTRACTOR'S invoice, LTA shall pay all reasonable and allowable items in said invoice for services or supplies previously approved by LTA. If LTA disputes any item on an invoice for a reasonable cause, LTA may deduct that disputed item from the payment, but shall not delay payment for the undisputed portions. The amounts and reasons for such deletions shall be documented to the CONTRACTOR within thirty (30) working days after receipt of invoice by LTA.

6.10 Deductions From Payment

6.10.1 Application of Deductions to Invoice

Deductions from the contractor's monthly payment shall be made as described in this section. Said deductions shall be shown by contractor on its monthly invoice if known in advance of the invoice due date or may be deducted by LTA from contractor's payment as determined appropriate by LTA.

6.10.2 Vehicle and Equipment Damage Repair Costs

CONTRACTOR shall be responsible for the cost of all repairs to LTA vehicles and equipment, regardless of the party found to be at fault for the damage, to correct loss or damage due to collision, vandalism, theft, abuse or as the result of Contractor filling a vehicle fuel tank with improper fuel, if such damage occurred while the vehicle was under CONTRACTOR's care and control. Cost of repairs shall include all parts, labor, vehicle transportation or towing, and other costs associated with completing necessary repairs. If LTA determines that vehicle or equipment loss or damage occurred while under CONTRACTOR's care and control, LTA will notify CONTRACTOR and will complete the repairs or have the repairs completed by a third party, and the cost of said repairs shall be deducted from payments due CONTRACTOR. Alternatively, LTA may, at its discretion, direct CONTRACTOR to expeditiously affect repairs. Repairs undertaken by CONTRACTOR shall be completed to LTA's satisfaction. If any repairs undertaken by Contractor are not satisfactory to LTA, at its sole discretion LTA may allow CONTRACTOR an opportunity to correct the repair to LTA's satisfaction at CONTRACTOR's cost, or LTA may arrange for repairs itself and bill CONTRACTOR for the full cost of the repairs.

For labor costs incurred by the LTA for work performed by its employees related to repair of vehicles as described in this section, LTA shall charge Contractor at the rate of \$53.50 per labor hour to cover LTA staff wages, benefits and overhead. Said rate per labor hour shall be adjusted on January 1 of each year in a percentage amount equal to the percent change in the United States Average Consumer Price Index. For parts and services LTA obtains from third party vendors, LTA shall charge Contractor a ten percent (10%) markup on the costs of the parts or services provided by the third-party vendors.

6.10.3 Taxes and Other Obligations

CONTRACTOR agrees that LTA shall have the right to deduct from any payments specified in Section 6.8 any amount owed to LTA by CONTRACTOR as a result of any obligation arising prior to, or after, the execution of this AGREEMENT. For purposes of

this Section, obligations arising prior to, or after, the execution of this AGREEMENT may include, without limitation, any property tax, secured or unsecured, which tax is in arrears. If LTA exercises the right to reduce the consideration specified in Section 6.8, LTA, at the time of making a reduced payment, shall give CONTRACTOR notice of the amount of any off-set and the reason for the reduction.

6.10.4 Liquidated Damages (applies to CE only, no liquidated damages will apply to ST)

CONTRACTOR and LTA acknowledge and agree that LTA may suffer substantial damage in the event CONTRACTOR acts or fails to act in the manner set forth in following items a through l of this section. The parties further agree that the amount of the damage is difficult, if not impossible, to ascertain due to the nature of this AGREEMENT and the nature of such damages. Accordingly, the parties hereto have determined to establish the provision of this Section as LTA's compensation for damages for such acts or failures to act, and not as a penalty, and further agree that such damages are reasonable. Liquidated damages will not be assessed sooner than three months after the initiation of services under this AGREEMENT.

Contractor shall determine if the Liquidated Damages described in this section should be assessed and include such assessments as a line item deduction in its monthly invoice. LTA may also assess liquidated damages at its discretion based on its observations , that of one of its authorized monitors, or after a fully investigated and validated complaint and deduct said Liquidated Damages from Contractor's payment. Liquidated Damages are described as follows for CONTRACTOR'S act(s) or failure(s) to act:

- a. Five Hundred Dollars (\$500) per incident for each day that a vehicle or vehicles in revenue service are not maintained in a clean condition, in accordance with contract standards.
- b. One Thousand Dollars (\$1,000) per incident for each day that a vehicle or vehicle enters revenue service without a completed pre-trip inspection (includes inspecting serviceability and cleanliness of ADA lifts, ramps and securements).
- c. Five Hundred Dollars (\$500) per incident for each day, beginning on the sixth day, that CONTRACTOR fails to deliver an operable vehicle for repair and/or servicing following a written request by LTA maintenance staff.
- d. One Thousand dollars (\$1,000) per incident for each occurrence that: (1) due to driver negligence, a wheelchair becomes unfastened from its tie down(s) while being transported, or (2) a bus does not stop for a passenger in a wheelchair waiting for the bus within thirty (30) feet of a designated, signed bus stop.
- e. Fifty Dollars (\$50) per incident for each occurrence, up to a maximum of \$1,000 per day, that a fixed route driver fails to call major bus stops, in accordance with 49 CFR Part 37 - Transportation Services for Individuals with Disabilities (ADA).
- f. One Thousand Dollars (\$1,000) per incident for each occurrence that a scheduled departure from a bus route origination point is a missed run, based on the definition set forth in EXHIBIT A, Scope of Work.

- g. One hundred dollars (\$100) per incident for buses departing before the time check point published in the CE system's timetables will be assessed up to a maximum of one thousand dollars (\$1,000) for each calendar month of operation.
- h. Two hundred dollars (\$200) for each instance wherein a bus operated by one of CONTRACTOR's employees or subcontractors enters an intersection after the traffic signal has changed to red for the direction in which the bus is travelling.
- i. Fifty Dollars (\$50) per calendar day that CONTRACTOR fails to submit a required monthly report after the specified due date in EXHIBIT A, Scope of Work.
- j. One Hundred Dollars (\$100) per calendar day that CONTRACTOR fails to maintain the transit facilities as required by EXHIBIT A, Scope of Work.
- k. Five hundred dollars (\$500) for each month that overall on-time performance falls below 90% as determined by a method for tracking Key Performance Indicators agreed upon by LTA and contractor pursuant to Scope of Work Section 7.2.10. "On-time" shall be defined as departing a scheduled time point between zero (0) minutes and five (5) minutes late. Trips leaving stops prior to the scheduled time of departure are considered to not be on-time.
- l. The determination of whether or not to assess liquidated damages shall be at the sole discretion of the LTA. LTA shall be entitled to take such other legal remedies as may be appropriate for such acts or failures to act, including but not limited to termination of this Agreement.

6.11 Maximum Obligation

Notwithstanding any provisions of this AGREEMENT to the contrary, LTA and CONTRACTOR mutually agree that LTA'S maximum cumulative obligation is limited to (insert compensation amount from proposal), including amounts payable to CONTRACTOR for leases, materials, and costs arising from or due to, termination of this AGREEMENT. It is the intent of the parties hereto that said maximum obligation shall be sufficient to compensate CONTRACTOR for services performed for three years, and that said maximum obligation may have to be amended if CONTRACTOR provides services for LTA subsequent to that time period.

In the event that the maximum cumulative obligation provided hereinabove is reached, CONTRACTOR shall have no obligation to perform any additional work under this AGREEMENT and, any work performed or expenditures incurred by the CONTRACTOR over and above the cumulative obligation amount specified above shall be the sole risk of the CONTRACTOR.

In the event that the LTA does not intend to amend this maximum obligation amount, LTA shall notify CONTRACTOR by written notice at least one month before the maximum obligation amount specified herein is estimated to be reached. For purposes of amending this AGREEMENT to provide for additional funding of the maximum obligation amount specified hereinabove, only the Board of Directors of the LTA shall have authority to obligate the LTA.

6.12 Operating Revenues

All operating revenues collected by CONTRACTOR are the property of LTA. For the purposes of this AGREEMENT, operating revenues shall include but not necessarily be limited to farebox receipts and pass sales revenue. CONTRACTOR shall be responsible for handling farebox receipts and pass sales revenues in the manner discussed in the attached EXHIBIT A, Scope of Work, and as necessary for LTA to meet the requirements of State and Federal funding sources.

6.13 Insurance; Bonds; Performance Guarantee

With respect to performance of work under this AGREEMENT, CONTRACTOR shall secure and maintain, and shall require all of its subcontractors to maintain, insurance as described below:

6.13.1 Workers' Compensation Insurance and Employer's Liability Insurance

Workers' Compensation Insurance with statutory limits, and Employer's Liability Insurance with limits of not less than one million dollars (\$1,000,000) per occurrence. CONTRACTOR certifies that it is aware of the provisions of the Labor Code of the State of California, which require every employer to be insured against Workers' Compensation or to undertake self-insurance in accordance with the provisions of that Code, and it certifies that it will comply with such provisions before commencing the performance of the work of this Agreement.

6.13.2 Comprehensive General Liability Insurance

Comprehensive General Liability Insurance with a combined single limit of not less than five million dollars (\$5,000,000) per occurrence. Such insurance shall include products/completed operations liability, owner's and contractor's protective, blanket contractual liability and broad form property damage coverage. Such insurance shall (1) name the LTA, the City of Hollister, the City of San Juan Bautista, the County of San Benito, the Council of San Benito County Governments, and all of their appointed and

elected officials, officers, employees, volunteers, agents and assigns as additionally insured; (2) be primary with respect to any insurance or self-insurance programs maintained by the LTA; and (3) contain standard cross liability provisions. Coverage shall be at least as broad as Insurance Services Office Commercial General Liability coverage (occurrence form CG 0001).

6.13.3 Commercial Automobile Liability Insurance

Commercial Automobile Liability Insurance with a combined single limit of not less than five million dollars (\$5,000,000) per occurrence. Such insurance shall (1) include coverage for owned, leased, hired and non-owned automobiles; (2) include Uninsured Motorist with coverage limits as required by law, (3) include Medical Payments with coverage limits of at least \$2,000 per occurrence, (2) name the LTA, the City of Hollister, the City of San Juan Bautista, the County of San Benito, the Council of San Benito County Governments, and all of their elected and appointed officials, officers, employees, volunteers, agents and assigns as additionally insured; (3) be primary for all purposes; and, (4) contain standard cross liability provisions. Coverage shall be at least as broad as Insurance Services Office form number CA 0001 (Ed. 1/87) covering Automobile Liability, code 1 (any auto).

6.13.4 Automobile Collision And Comprehensive Insurance Coverage

Automobile Collision and Comprehensive Insurance Coverage for the actual cash value of LTA vehicles. Such insurance shall (1) contain deductibles of not more than five thousand dollars (\$5,000), and (2) shall name the LTA as loss payee. CONTRACTOR shall be responsible for all deductibles. In case of damage or destruction of any vehicle or vehicles provided by LTA under the terms of this Agreement, LTA agrees that liability for CONTRACTOR shall be limited to the appraised fair market value of the vehicle(s) at the time of the loss. CONTRACTOR and LTA agree that the appraised fair market value shall be that value established by an appraiser or appraisers as mutually agreed upon.

6.13.5 All Insurance

All insurance shall contain the following provisions:

- a. Coverage shall be on an "occurrence" basis.
- b. If Commercial General Liability or another form with a general aggregate is used, either the general aggregate limit shall apply separately to this project/location or the general aggregate amount shall be twice the required occurrence limit.
- c. The Liability policy must cover personal injury as well as bodily injury.
- d. The Liability policy shall include a cross-liability or severability of interest endorsement.
- e. Broad form property damage liability must be afforded.
- f. CONTRACTOR shall include all subcontractors as insureds under its policies or shall furnish separate certificates or endorsements for each

subcontractor. All coverage for subcontractors shall be subject to all of the requirements stated herein.

- g. Insurance shall be placed with insurers with a current A.M. Best rating of no less than A: VII.
- h. Policies shall name LTA, the City of Hollister, the City of San Juan Bautista, the County of San Benito, the Council of San Benito County Governments, and all of their officers, officials, agents, employees, volunteers and assigns as insured under any policy, and the policy shall stipulate that this insurance shall operate as primary insurance and that no other insurance effected by insured will be called upon to contribute to a loss covered thereunder.
- i. CONTRACTOR shall furnish properly executed Certificates of Insurance from insurance companies acceptable to LTA and signed copies of the specified endorsements for each policy prior to commencement of work under this AGREEMENT. Such documentation shall clearly evidence all coverage required above including specific evidence of separate endorsements naming the LTA and shall provide that such insurance shall not be materially changed, terminated, or allowed to expire except after 30 days prior written notice by certified mail, return receipt requested, has been given to the LTA.

6.13.6 Copies

CONTRACTOR shall furnish complete, certified copies of all required insurance policies, including endorsements affecting the coverage required by these specifications prior to commencement of work under this AGREEMENT.

6.13.7 Maintenance of Insurance

Such insurance shall be maintained from the time work first commences until completion of the work under this AGREEMENT. CONTRACTOR shall replace such certificates for policies expiring prior to completion of work under this AGREEMENT.

6.13.8 Failure to Maintain Insurance Coverage

If CONTRACTOR, for any reason, fails to maintain insurance coverage, which is required pursuant to this AGREEMENT, the same shall be deemed a material breach of contract. LTA, as its sole option, may terminate this AGREEMENT and obtain damages from the CONTRACTOR resulting from said breach. Alternatively, LTA may purchase such required insurance coverage, and without further notice to CONTRACTOR, LTA may deduct from sums due to CONTRACTOR any premium costs advanced by LTA for such insurance.

6.14 Fidelity Bond

CONTRACTOR shall secure for its employees a Fidelity Bond or a policy of employee dishonesty insurance protecting the LTA from employee theft up to the amount of fifty thousand dollars (\$50,000) for any one occurrence. Such Fidelity Bond or employee dishonesty insurance shall name LTA as loss payee with respect to amounts claimed thereunder arising out of

CONTRACTOR'S performance under this AGREEMENT. CONTRACTOR shall provide LTA a copy of said bond or insurance certificate.

6.15 Performance Guarantee

CONTRACTOR shall perform no services pursuant to this agreement, nor be entitled to compensation therefore, unless and until CONTRACTOR submits a bond or other acceptable surety to LTA for use of LTA, such bond executed by CONTRACTOR and a surety company licensed to do business in the State of California, such bond in the amount of TEN PERCENT (10%) of the annual AGREEMENT price, and which shall at all times be kept in full force and effect. The condition of such bond shall be that CONTRACTOR shall fully and faithfully perform all conditions and covenants of this AGREEMENT or that the face amount of such bond shall be forfeited to LTA. The bond may be a renewable one-year bond and shall be renewed annually before its expiration date; provided, however, that such bond must remain in full force and effect from and after the date LTA makes any demands for payment on the bond until the LTA releases such claim. Provision of such bond or its equivalent, approved by LTA, is a material covenant of this AGREEMENT. LTA shall not approve any security that is not unconditionally payable to LTA upon demand.

6.16 Termination

6.16.1 For Convenience

When it is in the LTA's best interest, the LTA 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 LTA. If the CONTRACTOR has any property in its possession belonging to the LTA, the CONTRACTOR will account for the same, and dispose of it in the manner the LTA directs.

6.16.2 For Default

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 LTA may terminate this contract for default. Termination shall be affected 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 LTA 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 LTA, 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.

6.16.3 For Bankruptcy

Either (a) the appointment of a receiver to take possession of all or substantially all of the assets of CONTRACTOR or (b) a general assignment by CONTRACTOR for the

benefit of creditors, or (c) any action taken by or suffered by CONTRACTOR under any insolvency or bankruptcy act shall constitute a breach of the AGREEMENT by CONTRACTOR and shall at the option of LTA terminate this AGREEMENT.

6.16.4 For Nonpayment By LTA

In the event LTA is delinquent in paying CONTRACTOR by more than fifteen (15) calendar days after LTA has received a statement by certified mail of the delinquency from CONTRACTOR, then CONTRACTOR may serve, by certified mail, a notice of its intent to suspend operations at least seven (7) calendar days subsequent to the receipt of such notice of intention by LTA. If LTA does not correct the delinquency within said seven-day period or if the parties do not agree to arbitrate the dispute under the provisions of this AGREEMENT, then CONTRACTOR may suspend operations without further notice or penalty on the date indicated by the notice.

6.16.5 By mutual agreement

The PROJECT may also be terminated if the LTA 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.

6.16.6 Compensation Upon Termination

Should this AGREEMENT be terminated by either party, LTA shall be liable for costs and fees as specified in Section 6.8 accrued to the date of termination. Thereafter, CONTRACTOR shall have no further claims against LTA under this AGREEMENT.

6.16.7 LTA Remedies on Breach

Notwithstanding anything to the contrary herein, it is understood and agreed that in the event of failure by CONTRACTOR to perform services required by this AGREEMENT, in addition to all other remedies, penalties and damages provided by law, the LTA may provide such services, and deduct the cost of doing so from the amounts due or to become due to the CONTRACTOR. The costs to be deducted shall be the actual costs to LTA to provide such services.

6.16.8 Transition to Future Contractor

For up to sixty (60) days before and after the effective date of the termination or expiration of this agreement, CONTRACTOR shall provide to either the LTA or any future CONTRACTOR selected by LTA, CONTRACTOR'S full cooperation in the transition to the successor CONTRACTOR. This shall include, as a minimum, consultation regarding labor and management issues (including a delineation of wages and benefits by employee category), and access to non-confidential personnel files and maintenance records. Said information shall include but not necessarily be limited to, driver training records, driver "paddles", and documentation of hours worked by drivers. CONTRACTOR shall allow the succeeding contractor to enter the premises for the purpose of determining needs for and placement of furniture and equipment.

CONTRACTOR shall release all telephone numbers and any sequential rollover numbers required by LTA to the new operator. CONTRACTOR shall provide its best professional effort to assure a smooth transition from CONTRACTOR'S services to the

new provider's services and shall cooperate fully with the LTA and the new provider to this end.

LTA may withhold all or a portion of final payment to CONTRACTOR if LTA determines CONTRACTOR has not been cooperative to the extent required by this Section.

6.17 Control of CONTRACTOR Performance

6.17.1 Consistency with Agreement

CONTRACTOR shall render all services under this Agreement in a manner consistent with the policies of the LTA. Modification of existing policies or adoption of new policies during the term of this AGREEMENT that affects CONTRACTOR's performance of services shall be treated as changes pursuant to Section 6.8.

6.17.2 Contractor Shall Advise LTA of Matters of Importance

CONTRACTOR shall advise LTA of matters of importance such as the condition of vehicles, bus route time conflicts, any and all matters the CONTRACTOR feels are safety related, and make recommendations when appropriate; however, final authority shall rest with the LTA. Notwithstanding this provision, CONTRACTOR remains responsible for any consequences resulting from CONTRACTOR'S actions or inaction as provided in this agreement or otherwise provided by law.

6.17.3 LTA Interference with CONTRACTORS Business Affair Management

LTA shall not interfere with the management of CONTRACTOR'S normal business affairs and shall not attempt to directly discipline or terminate CONTRACTOR'S employees. LTA may advise CONTRACTOR of any employee's inadequate performance that has a negative effect on the service being provided, and CONTRACTOR shall take prompt action to remedy the situation. Notwithstanding the above restriction, LTA may demand reassignment of any CONTRACTOR employee from the LTA's project by providing written notice to CONTRACTOR.

6.18 Shortages and Delays

In the event that LTA fails to provide, or delays the provision of items as herein described, in the quantity and size required, then CONTRACTOR shall not be responsible for any delays or resulting decline in the quality of service.

6.19 Substitutions and Replacement of Proposed Personnel

In the event that CONTRACTOR substitutes or replaces any personnel interviewed during the Request for Proposals process without consulting LTA, LTA shall assess a ten percent (10%) penalty of the estimated total cost of the first year of operations.

6.20 Force Majeure

6.20.1 Responsibility for Losses

Neither party shall be held responsible for losses, delays, failure to perform, nor excess costs caused by events beyond the control of such party. Such events may include, but are not restricted to, the following: acts of God, fire, epidemics, pandemics, earthquake, flood, or other natural disaster; strikes, war or civil disorder, road closures; unavailability of fuel or electricity blackouts.

6.20.2 Entitlement to Compensation

CONTRACTOR shall not be entitled to compensation for any service, the performance of which is excused by this Section.

6.20.3 Contractor Unable to Provide Services

In the event that CONTRACTOR is unable to provide the services indicated due to any cause, CONTRACTOR shall make reasonable attempts to notify the public including notification to local radio stations, and if appropriate, local newspapers and television stations.

6.20.4 Contractor Knowledge of Potential Force Majeure

Whenever CONTRACTOR has knowledge that any actual or potential force majeure may delay or prevent performance of the AGREEMENT, CONTRACTOR, on a timely basis, shall notify LTA of the fact, and thereafter shall report to LTA all relevant information then known to CONTRACTOR, and shall continue to so report.

6.21 Emergency and Disaster Procedures

In the event of a major emergency such as an earthquake, dam failure, or man-made catastrophe, CONTRACTOR shall make transportation and communication resources available to the degree possible for emergency assistance. If the normal line of direct authority is broken, and for the period while it is broken, CONTRACTOR shall make best use of transportation resources to the degree possible following the direction of the appropriate authority under the circumstances, such as the police, Red Cross, or National Guard. Emergency uses of transportation may include evacuation, transportation of injured, and movement of people to food and shelter. CONTRACTOR shall be reimbursed in accordance with Section 6.8 herein, or if the normal method does not cover the types of emergency services involved, then on the basis of fair, equitable, and prompt reimbursement of CONTRACTOR'S actual costs.

CONTRACTOR shall provide enough potable water and non-perishable food items for its employees for five (5) days to be used in case of an emergency and disaster. Supply items shall be assessed annually for deformed and expired items. Potable water shall be replaced annually. In addition to the aforementioned items, the following shall also be included:

- Cups
- Plates
- Utensils
- Two (2) manual can openers

- Toilet paper
- Cookware (if needed)
- Wooden coffee stirring sticks

CONTRACTOR shall store the items in clearly labeled, sturdy containers in an area that is readily accessible by the CONTRACTOR.

6.22 Dispute Resolution and Attorney Fees

Any dispute over a decision by LTA staff under this AGREEMENT including, but not limited to, any assessments assessed pursuant to Section 6.10, except decisions of the LTA Executive Director, shall be appealable in writing to LTA within five (5) business days of the decision. In connection with any such appeal, Contractor shall be afforded an opportunity to offer written evidence to the LTA Executive Director and to meet with the LTA Executive Director, including such other LTA staff persons as LTA Executive Director may determine necessary, regarding the issues presented in the appeal. The LTA shall issue a decision in writing within five (5) business days of the receipt of the written evidence or of the date of the meeting, as the case may be. The decisions of the LTA Executive Director on such appeals and any other matter under this Agreement shall be final and shall not be appealable to LTA.

6.22.1 Continuing Duty

Pending final resolution of a dispute under this Section, Contractor shall proceed diligently with performance in accordance with this Agreement and the recommended decision of the LTA Executive Director.

6.22.2 Attorneys' Fees

If any action at law or in equity is brought on account of any breach of this Agreement, or to enforce or interpret the Agreement or any provision hereof, the prevailing party in such action shall be entitled to recover from the other party its attorneys' fees and costs of suit, the amount of which shall be fixed by the court and made a part of any judgment rendered.

6.23 Indemnification

CONTRACTOR shall indemnify and hold harmless the LTA, the City of Hollister, the City of San Juan Bautista, San Benito County, and the Council of San Benito County Governments, and their officials, officers, agents, employees, volunteers and assigns from and against any and all claims, damages, losses, costs, liability, and expense for death, personal injury, and property damage, such claims, damages, loss, costs, liability and expense arising out of or alleging to arise out of, or resulting in whole or in part, directly or indirectly, from work or operations under this contract, but not limited to the acts, errors, omissions, negligence and willful misconduct of CONTRACTOR, CONTRACTOR'S officers, employees, agents, and subcontractors, except to the extent that such claims, damages, losses, costs, liability, and/or expenses are the result of the sole negligence or willful misconduct of the LTA, the City of Hollister, the City of San Juan Bautista, San Benito County, and/or the Council of San Benito County Governments.

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.

6.24 Conflict Of Interest

The CONTRACTOR covenants that it presently has no interest and shall not acquire any interest, direct or indirect, financial, or otherwise, which would conflict in any manner or degree with the performance of services required to be performed under this AGREEMENT. The CONTRACTOR further covenants that, in the performance of this AGREEMENT, no subcontractor or person having such an interest shall be used or employed. CONTRACTOR certifies that no one who has or will have any financial interest under this AGREEMENT is an officer or employee of LTA.

6.24.1 Conflict of Transportation Interests

CONTRACTOR shall not divert any revenues, passengers, or other business from LTA to any other transportation operation of CONTRACTOR.

6.24.2 Conflicting Use

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

6.24.3 Interest of Members of or Delegates to Congress

No member of or delegate to the Congress of the United States shall be admitted to any share or part of this AGREEMENT or to any benefit arising therefrom.

6.25 Title To Documents; Copyright

All reports and other materials collected or produced by CONTRACTOR, or any subcontractor of CONTRACTOR shall, after completion and acceptance of the contract, become the property of LTA, and shall not be subject to any copyright claimed by CONTRACTOR, the subcontractor, or their agents or employees. CONTRACTOR may retain copies of all such materials exclusively for administrative purposes. Any use of completed or uncompleted documents for other projects by CONTRACTOR, any subcontractor, or any of their agents or employees, without the prior written consent of LTA, is prohibited.

6.26 Audit; Retention of Records

CONTRACTOR shall keep and maintain accurate records of all costs incurred and all time expended for work under this contract. CONTRACTOR shall contractually require that all of CONTRACTOR's subcontractors performing work called for under this contract also keep and maintain such records. All such records, whether kept by CONTRACTOR or any subcontractor, shall be made available to authorized representatives of LTA, the U.S. Department of Transportation, and the Comptroller General of the United States and California State Controller's Office representative, or officials of the State of California for review or audit during normal business hours, upon reasonable advance notice given by LTA, its authorized representative, or officials of the State of California.

CONTRACTOR shall maintain and preserve all records related to this contract for a period of three years from the close of the fiscal year in which final payment under this contract is made. CONTRACTOR shall also contractually require the maintenance of such records in the possession of any third-party performing work related to this contract for the same period of time. Such records shall be retained beyond the three-year period, if any audit involving such records is then pending, until the audit findings are resolved. The obligation to ensure the maintenance of the records beyond the initial three-year period shall arise only if LTA notifies CONTRACTOR of the commencement of an audit prior to the expiration of the three-year period.

6.27 Disadvantaged Business Enterprises (DBE)

A. 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.

B. CONTRACTOR shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. CONTRACTOR shall carry out applicable requirements of 49 CFR Part 26 in the award and administration of this DOT-assisted contract. Failure by CONTRACTOR to carry out these requirements is a material breach of this contract, which may result in the termination of this contract or such other remedy as LTA deems appropriate. Each subcontract CONTRACTOR signs with a subcontractor must include assurance in this paragraph (see 49 CFR 26.13(b)).

C. CONTRACTOR is required to pay its subcontractors performing work related to this contract for satisfactory performance of that work no later than 30 days after CONTRACTOR's receipt of payment for that work from LTA. CONTRACTOR is required to return any retainage payments to those subcontractors within 30 days after incremental acceptance of the subcontractor's work by LTA and CONTRACTOR's receipt of the partial retainage payment related to the subcontractor's work.

D. CONTRACTOR shall promptly notify LTA whenever a DBE subcontractor performing work related to this contract is terminated or fails to complete its work and shall make good faith efforts to engage another DBE subcontractor to perform at least the same amount of work. CONTRACTOR shall not terminate any DBE subcontractor and perform that work through its own forces or those of an affiliate without prior written consent of LTA.

E. The CONTRACTOR agrees to comply with U.S. Department of Transportation regulations, "Participation by Disadvantaged Enterprises in Department of Transportation Financial Assistance Programs," 49 CFR Part 26 and will cooperate with the California Department of Transportation with regard to maximum utilization of disadvantaged business enterprise, and will use its best efforts to ensure that disadvantaged business enterprise shall have the maximum opportunity to compete for sub contractual work under this Contract.

F. All payments to the CONTRACTOR shall be made in accordance with California Government Code (GC), Chapter 4.5, commencing with Section 927, which is known as the California Prompt Payment Act. If an authorized disbursement is not made within the thirty (30) calendar-day departmental limit stipulated by the California Prompt Payment Act, interest penalties may be payable to the CONTRACTOR.

G. 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.

H. 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.

I. The CONTRACTOR must pay third-party contractors within 7 days of receipt of each undisputed progress payment from the STATE, unless the PROJECT is for Construction. In the case of a Construction project only, 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 STATE. 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.

6.28 Equal Employment Opportunity

During the performance of the contract, the CE Contractor agrees to the following:

A. The CE Contractor shall comply with all the requirements, where applicable, of the California Fair Employment Practices Commission and provisions of, when applicable, all Federal, State of California, and San Benito County laws and ordinances related to employment practices.

B. The CE Contractor shall not discriminate against any employee or applicant for employment on the basis of race, religion, color, gender, age, handicap, national origin, or ancestry, except when such a condition is a bona fide occupational qualification reasonably necessary for the normal operations of the CE Contractor. The CE Contractor agrees to post in conspicuous places, visible to both employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.

C. The CE Contractor, in all solicitations or advertisements for employees, placed by, or on behalf of the CE Contractor, shall state that the CE Contractor is an equal opportunity employer.

6.29 Compliance With Laws, Rules, Regulations

All services performed by CONTRACTOR 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, including but not limited to, those relative to Civil Rights, Equal Employment Opportunity, Disadvantaged Business Enterprise, and Labor Protection. CONTRACTOR is subject to the provisions of Section 13(c) of the Urban Mass Transportation Act of 1964, as amended (49 U.S.C. §1609) and the Section 13(c) Agreements and side letters currently in force and certified by the United States Department of Labor. Changes, including changes in service and any other changes which may adversely affect transit employees, shall be made only after due consideration of the impact of such changes on Section 13(c) protections granted to employees. CONTRACTOR shall defend and indemnify the LTA from any and all claims and losses due to the 13(c) consequences of changes not requested by the LTA that result in Section 13(c) grievances, claims and/or liability. CONTRACTOR is subject to any labor protection

provisions incorporated into the contract for Federal Transit Act, Section 5311 federal assistance between LTA and the California Department of Transportation. These provisions require that the project "be carried out in such a manner and upon such terms and conditions as will not adversely affect employees in the mass transportation industry within the service area of the project".

CONTRACTOR shall pay all taxes required to be paid by it by any applicable federal, state, or local statute. Further, CONTRACTOR shall secure, on its own behalf, or on behalf of LTA if requested, any and all licenses, permits, certificates and inspections required by law, excluding general-public paratransit vehicle inspections. CONTRACTOR shall assure that all of its employees operating insert service name vehicles possess a valid, current Class B California Driver License with appropriate endorsements. Further, CONTRACTOR shall participate in the Driver's Pull Notice Program as required by Section 1808.1 of the California Vehicle Code.

6.30 Bankruptcy

CONTRACTOR shall immediately notify LTA in the event that CONTRACTOR ceases conducting business in the normal manner, becomes insolvent, makes a general assignment for the benefit of creditors, suffers or permits the appointment of a receiver for its business or assets, or avails itself of, or becomes subject to, any proceeding under the Federal Bankruptcy Act or any other statute of any state relating to insolvency or protection of the rights of creditors.

6.31 Prohibition Against Assignment and Delegation of Duties

Except as specifically authorized herein, no rights under this AGREEMENT may be assigned and no duties under this AGREEMENT may be delegated by CONTRACTOR without the prior written consent of LTA, and any attempted assignment or delegation without such consent shall be void.

6.32 Negotiated Contract

This AGREEMENT has been arrived at through negotiation between the parties. Neither party is to be deemed the party which prepared this AGREEMENT within the meaning of California Civil Code Section 1654.

6.33 Severability

Should any provision herein be found or deemed to be invalid, this AGREEMENT shall be construed as not containing such provision and all other provisions, which are otherwise lawful, shall remain in full force and effect. To this end, the provisions of this AGREEMENT are declared to be severable.

6.34 Time is of The Essence

Time is of the essence in the performance of this AGREEMENT.

6.35 Responsibility of Agreement Administrators

All matters concerning this AGREEMENT, which are within the responsibility of the parties, shall be under the direction of, or shall be submitted to, the respective AGREEMENT administrators or to the party's employee specified, in writing, by the AGREEMENT administrator. A party may, in its sole discretion, change its designation of its AGREEMENT administrator and shall promptly give written notice to the other party of any such change.

6.36 Materiality

The parties consider each and every term, covenant, and provision of this AGREEMENT to be material and reasonable.

6.37 Waiver

Waiver by either party of a breach of any covenant of this AGREEMENT will not be construed to be a continuing waiver of any subsequent breach. LTA's receipt of consideration with knowledge of CONTRACTOR's violation of a covenant does not waive its right to enforce any covenant of this AGREEMENT. The parties shall not waive any provisions of this AGREEMENT unless the waiver is in writing and signed by all parties.

6.38 Authority And Capacity

CONTRACTOR and CONTRACTOR's signatory each warrant and represent that each has full authority and capacity to enter into this AGREEMENT.

6.39 Binding On Successors

All of the conditions, covenants and terms contained herein shall apply to, and bind, the heirs, successors, executors, administrators and assigns of CONTRACTOR. CONTRACTOR and all of CONTRACTOR's heirs, successors, executors, administrators, and assigns shall be jointly and severally liable under this AGREEMENT.

6.40 Accumulation of Remedies

All of the various rights, options, elections, powers and remedies of the parties shall be construed as cumulative, and no one of them exclusive of any other or of any other legal or equitable remedy which a party might otherwise have in the event of a breach or default of any condition, covenant or term by the other party. The exercise of any single right, option, election, power or remedy shall not, in any way, impair any other right, option, election, power or remedy until all duties and obligations imposed shall have been fully performed.

6.41 Independent Advice

Each party hereby represents and warrants that in executing this AGREEMENT it does so with full knowledge of the rights and duties it may have with respect to the other. Each party also represents and warrants that it has received independent legal advice from its attorney with respect to the matters set forth in this AGREEMENT and the rights and duties arising out of this AGREEMENT, or that such party willingly foregoes any such consultation.

6.42 No Reliance on Representations

Each party hereby represents and warrants that it is not relying, and has not relied, upon any representation or statement made by the other party with respect to the facts involved or its rights or duties. Each party understands and agrees that the facts relevant, or believed to be relevant to this AGREEMENT may turn out to be other than, or different from the facts now known to such party

as true, or believed by such party to be true. The parties expressly assume the risk of the facts turning out to be different and agree that this contract shall be effective in all respects and shall not be subject to rescission by reason of any such difference in facts.

6.43 Counterparts

This AGREEMENT may be executed in any number of counterparts, each of which so executed shall be deemed to be an original. The counterparts shall together constitute one AGREEMENT.

6.44 Headings

The headings or titles to sections of the AGREEMENT are not part of the AGREEMENT and shall have no effect upon the construction or interpretation of any part of the AGREEMENT.

6.45 Sale or Transfer

CONTRACTOR 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 to any other person or entity without first obtaining the written consent of the LTA to such sale, assignment, or transfer. In the event of any violation of this Section, LTA may immediately terminate this AGREEMENT.

6.46 Federal Clauses

The Federal Clauses attached hereto as Exhibit B shall be incorporated into this agreement by reference as if fully set forth herein.

6.47 Precedence Of Contract Documents

The total agreement between the parties consists of the documents specified in this section. In the event of a conflict or ambiguity arising between such documents or any term therein, the following order of precedence shall be used to resolve conflicts to the extent they exist: 1) amendments and change orders to this Agreement, 2) This Agreement, including all Exhibits referenced herein, 3) Addenda to the Request for Proposals, with addenda with later dates having precedence over addenda with earlier dates, 4) The Request for Proposals, 5) CONTRACTOR's proposal, including "Best and Final Offer" .

6.48 Notices

All notices hereunder and communications with respect to this AGREEMENT shall be affected upon the mailing thereof by registered or certified mail return receipt requested and addressed to the parties' AGREEMENT administrators, who shall be the persons named below:

CONTRACTOR: (Head of Contracting Entity)
(Title)
(Contractor)
(Contractor Address)
(Contractor phone number)

LTA: Binu Abraham
Executive Director
San Benito County Local Transportation Authority
330 Tres Pinos Road, Suite C7
Hollister, CA 95023

Notices will be deemed given on:

- a. The day the notice is personally delivered to the AGREEMENT administrator or the office of the party's AGREEMENT administrator; or
- b. Five (5) days after the date the notice is deposited in the United States mail, addressed to a party's AGREEMENT administrator as indicated in this contract, with first-class postage fully prepaid; or

IN WITNESS WHEREOF, the parties have caused this AGREEMENT to be executed on the day and year first above written.

LTA:

CONTRACTOR:

By: _____

By: _____

Date: _____

Date: _____

APPROVED AS TO LEGAL FORM:

San Benito County Counsel's Office

Federal Tax ID Number: _____

By: _____
XXXXXXXXXXXX, Deputy County Counsel

Date: _____

7 SCOPE OF SERVICES

Exhibit A to Agreement – Scope of Services

(The appropriate Scope of Work for either CE or ST will be inserted as Exhibit A to the Agreement after negotiations are completed with the successful Proposer. Note that the Section Numbering and references to section numbers and other documents will be revised in the final Scope of Work when it becomes part of the final Agreement after completion of negotiations with the successful Proposer.)

7.1 Responsibilities and Duties of The LTA For County Express Operations

The San Benito County Local Transportation Authority (LTA) shall perform the following duties and accept the following responsibilities with respect to the County Express (CE) transit system. To the extent reasonable and feasible, CE Contractor shall assist LTA in this regard.

7.1.1 System Planning and Administration

The LTA shall be responsible for all planning activities and shall set levels of service relative to County Express routes, schedules, days and hours of operations, bus stop locations, location of street furnishings, preparation of planning documents, budgets, grant applications and related documentation, and other such activities relative to overall system administration including but not limited to conducting customer satisfaction surveys and service monitoring.

7.1.2 Liaison with Local Jurisdictions, Citizens Groups

The LTA shall be responsible for coordinating project activities with local and regional governmental jurisdictions, agencies, and citizens' groups.

7.1.3 Notification - Potential Interference with Transit System Operations

The LTA shall make a reasonable effort to notify CE Contractor in advance of any road closures, detours, parades or other such events within the jurisdiction of local agencies that may interfere with CE operations or require deviations from established routes or schedules. The CE Contractor and the LTA shall mutually agree upon such deviations.

7.1.4 Advertising and Promotion

The LTA shall prepare, place, schedule and pay for all advertising and promotional materials designed to inform the public of CE operations and to promote ridership. The CE Contractor shall assist and cooperate with marketing and promotional events or activities.

7.1.5 LTA Vehicles and Equipment; Maintenance and Repair

The LTA shall provide to the CE Contractor the vehicles and equipment set forth in Appendix C. The vehicles and equipment shall be used only for activity directly related to the transit program covered by this Agreement, unless otherwise authorized, in writing, by the LTA.

The LTA shall maintain and repair the specified vehicles, including attached communications systems, fareboxes, and other specified equipment. The CE Contractor shall be responsible for daily vehicle servicing as described in Section 7.5.2 and for all damage to equipment excluding normal wear and tear. The CE Contractor shall promptly report all vehicle defects to the LTA's maintenance staff.

In the event the LTA determines driver operating practices cause a pattern of component failure or accelerated wear, the LTA will confer with the CE Contractor to develop a corrective training program or other corrective action.

7.1.6 Radio Communications System

The LTA shall provide and maintain a two-way radio communications system, which shall be used by the CE Contractor solely for communications related to CE operations. The LTA shall provide and maintain license(s) as required for the radio system. The CE Contractor shall comply with all applicable federal statutes and regulations in connection with radio system use.

7.1.7 Fuel

The LTA shall provide and be responsible for the cost of all fuel or electricity necessary for the operation of CE revenue vehicles that is obtained by Contractor at the LTA fueling facility or charging station. The CE Contractor shall record all fueling and charging activities by fuel type and submit a summary of such activities on the monthly report in a format satisfactory to LTA.

Non-revenue vehicles shall not be fueled or charged at LTA's facility. Cost of fuel or electricity for non-revenue vehicles shall be Contractor's responsibility.

7.1.8 Schedules and Fare Media

The LTA shall prepare, print and provide to the CE Contractor all schedules and fare media required by CE operations. The CE Contractor shall distribute and disseminate such materials in accordance with the provisions of this Agreement and any directions supplemental thereto provided by the LTA.

7.1.9 Street Furnishings

The LTA shall purchase and install all street furnishings for CE operations. Such furnishings include bus stop signs and posts, benches, shelters and the like. The CE Contractor shall maintain all such furnishings and ensure any vandalism is attended to as soon as possible but in no case more than 24 hours after it is reported. Further, the LTA shall maintain or request that the State of California Department of Transportation (Caltrans) or property owners along CE routes maintain trees along CE routes and stops so as to preclude damaging vehicles by reason of low hanging trees and branches.

The CE Contractor shall notify the LTA by e-mail using the approved form by the close of business the following day if any bus stop signs have been removed, damaged, or otherwise require repair, maintenance or replacement, or when bus shelters, benches, bicycle racks or other bus stop facilities are in need of repair, maintenance or replacement. Such repair, maintenance, or replacement shall include, but not be limited to, repair due to vandalism, clean-up due to scattered refuse, landscape not being maintained, shelter lighting not working, unsafe conditions (particularly poor lighting at night) or other similar conditions. Notification must include the route, direction of travel, major street and cross street, and the exact corner on which the stop is located (northeast, southeast, northwest, southwest, midblock).

Nothing heretofore shall relieve the CE Contractor's vehicle operators from exercising good care and caution in their vehicle operations in order to avoid such damage.

7.1.10 CE Operations Headquarters

The LTA shall provide the operations headquarters facility located at 3240 Southside Road, Hollister, California, 95023. The facility includes adequate parking area for all CE vehicles, three installed telephone lines with telephones, which shall be exclusively dedicated to the CE reservation and information system, the CE two-way radio base station, counter space and cabinets, and all utilities.

7.1.11 Operating Policies and Procedures

The LTA shall establish all operating policies and procedures for the operation of CE services. LTA shall set all passenger policies and procedures.

7.2 Duties And Responsibilities of The County Express Contractor

In this section, the duties and responsibilities shall refer to only CE services. The CE Contractor shall perform the duties and accept the responsibilities set forth below in connection with its operation of CE. The omission of a duty or responsibility from the following shall not relieve the CE Contractor of its obligation to perform such duty or accept such responsibility, so long as it is usual, customary and generally accepted within the public transportation industry as being an integral element of operating a fixed-route and demand response public transit service of a kind and character such as CE.

7.2.1 General CE Operations

The CE Contractor shall provide the necessary management, technical and operating services for the operation of the CE services as specified by the LTA. The CE Contractor shall assist and cooperate with the LTA in meeting the objectives of providing quality transportation services. The CE Contractor shall perform close liaison activities, coordination and cooperation with the LTA on matters related to operations, monitoring, reporting and service performance measurements. The CE Contractor shall furnish all equipment and services required in the operation and management of the County Express unless specifically identified to be contributed by the LTA. The CE Contractor shall work closely with the ST Contractor to ensure a high level of coordination for the benefit of the riders of both CE and ST.

7.2.2 New Service Schedules

If the LTA establishes new or additional services to those listed in the County Express website (www.SanBenitoCountyExpress.org), the CE Contractor shall be responsible for establishing a schedule agreeable to the LTA. The schedule shall be submitted to the LTA for review and approval within 30 calendar days of LTA submittal of a request to the CE Contractor so that the new or additional services may be implemented in a timely manner. The LTA will be responsible for updating the information in electronic format and any hardcopy reproduction. The CE Contractor shall assist the LTA in distributing and posting the information related to the new or additional services.

7.2.3 Fixed-Route Service Operations

The CE Contractor will operate fixed-route bus transit services as specified by the LTA and in strict accordance with the operating days and hours, routes and schedules set forth in the County Express website (<http://www.SanBenitoCountyExpress.org>), or any revisions thereto, and shall provide such service in a safe, professional and courteous manner.

Notwithstanding the above, the CE Contractor is hereby authorized to deviate from established routes when necessary, to avoid construction, detours, and vehicles or other obstructions within the public right of way. The CE Contractor shall notify the LTA of any such obstruction that caused deviation(s) from established routes. In the event that a CE route operates more than ten minutes behind schedule, the CE Contractor shall take all available steps to restore on-time performance. The CE Contractor shall notify the LTA of the delay and shall provide the LTA with detailed procedures that will be used to restore on-time performance.

7.2.4 Dial-A-Ride Service Operations

Dial-A-Ride service shall be operated in accordance with the operating days, hours and service area set forth in the County Express website (<http://www.SanBenitoCountyExpress.org>), or any revisions thereto. Dial-A-Ride operations shall be provided in a "curb-to-curb" manner for the general public. The CE Contractor shall comply with 49 CFR Part 37 regarding ADA paratransit service standards and reasonable modification.

The CE Contractor shall respond to telephone requests for Dial-A-Ride or Demand Response service on a "real-time" demand-response basis in accordance with the LTA service standards described herein. Contractor shall also accept telephone requests for advance reservations made up to fourteen (14) days in advance. Advance reservation trips shall be given scheduling priority over real-time demand response trips.

The CE Contractor is authorized to have only as many vehicles in Dial-A-Ride revenue service at a given time as service demand requires. In no event will the total monthly revenue vehicle hours billed to the LTA for Dial-A-Ride, Demand Response and Paratransit services exceed 1,150 without prior discussion and written authorization from the LTA.

7.2.5 ADA Paratransit Operations

ADA Paratransit service shall be operated in accordance with the operating days, hours and service area in the County Express website (<http://www.SanBenitoCountyExpress.org>), or any revisions thereto. ADA Paratransit operations will be provided in a "curb-to-curb" manner for the ADA Paratransit eligible clients unless assistance is requested as a "reasonable modification". The CE Contractor shall comply with 49 CFR Part 37 regarding ADA paratransit service standards. The service area of the ADA Paratransit area consists of all geographic area within $\frac{3}{4}$ miles of a Fixed Route and is located in the City of Hollister.

Reservation priority shall, if necessary to comply with required ADA Paratransit criteria, be given to individuals who have proof of ADA paratransit service eligibility, such as an ADA eligibility certification card issued by the LTA or transit system. The CE Contractor shall comply with 49 CFR Part 37 regarding ADA paratransit service standards.

The CE Contractor shall also accept "subscription service" reservations (i.e. provision of repetitive trips over an extended period of time without requiring that individuals call to request reservations for each trip). However, the level of subscription service provided shall not exceed fifty percent (50%) of the total number of trips available during a given hour of the service day. Subscription services are subscribed in two-week increments.

The CE Contractor is authorized to have only as many vehicles in ADA Paratransit revenue service at a given time as service demand requires. In no event will the total monthly vehicle revenue hours billed to the LTA for Dial-A-Ride and Paratransit services exceed 1,150 without the LTA's prior written authorization. The ADA customer base within the service areas as of February 2023 was approximately 200 permanent eligible persons.

7.2.6 Issuance of Courtesy Cards and ADA Paratransit Eligibility Cards

Applicants for CE Courtesy Cards and ADA Paratransit cards will submit applications to the CE Contractor for review and determination of eligibility. The Contractor shall review the applicant's information to determine eligibility. Although the process is primarily conducted utilizing only the information on the application, Contractor shall make additional contacts as necessary in cases where applicant information is missing or clearly inaccurate. Contractor shall prepare eligibility cards for qualifying individuals and mail or otherwise deliver said cards to eligible individuals.

7.2.7 Adjustment to Service

The LTA reserves the right to adjust services at any time without any adjustment to the unit cost per revenue hour with the CE Contractor so long as the resulting annual revenue hours remain within 20 percent (20%) of the total projected annual revenue hours. Modifications to services may include, but are not limited to, extending, removing, adding, or modifying routes, or parts of routes, and expanding or decreasing revenue hours.

In the event actual annual revenue hours fall below eighty percent (80%) or exceed one hundred twenty percent (120%) of the total projected annual revenue hours, the LTA or CE Contractor may request revision of the unit cost per revenue hour. If such a request is made by either party, the parties shall enter into negotiation to determine a revised unit cost per revenue hour that is fair to both parties.

7.2.8 Special Event, Promotional, and Other Special Services

In addition to regular CE operations, the CE Contractor may from time to time, upon receiving specific written authorization by the LTA, provide special event, promotional, or other special transportation services within the CE service area using CE vehicles, provided that such services are determined by CE to be in the public interest, do not interfere with regular CE operations, and are in compliance with applicable federal and state statutes.

The CE Contractor shall be entitled to compensation for such services at the normal rate per revenue vehicle hour specified in the Agreement, except that said rate shall also be applied to non-revenue vehicle hours required for vehicle pre-trip inspection and deadhead travel.

In addition to the above, and at no charge to LTA, the CE Contractor shall permit LTA staff and visitors accompanied by LTA staff to tour the CE Contractor's administrative facility. CE Contractor's staff shall assist with the tour as requested by the LTA. The CE Contractor will be provided a minimum of 24 hours' notice of such visits and the LTA will accommodate the CE Contractor's schedule.

7.2.9 New Services

The CE Contractor recognizes that as a transit provider, the LTA will investigate and experiment with various new and/or innovative services and pilot programs during the

nine-year duration of the agreement and that said services cannot be foreseen and described at this time. The CE Contractor shall assist the LTA in implementation and monitoring of said services at the LTA's request and direction. Compensation for the CE Contractor's role in the provision of said services will be governed by Agreement Section 6.8.3, Compensation for Unanticipated Additional Services.

7.2.10 Service Standards

The CE Contractor shall strive at all times to provide service in a manner that will maximize productivity and at the same time emphasize quality customer service. The Base, Fixed-Route Service and Dial-A-Ride and Paratransit Service Performance Indicators described in this section shall be tracked by the CE Contractor in a manner satisfactory to the LTA.

The CE Contractor and the LTA shall meet quarterly, at a minimum, to evaluate performance of the system as indicated by the trends of the Performance Indicators. If a Performance Indicator trend indicates it is not fulfilling the intended purpose of a specific CE service, the LTA and CE Contractor shall explore potential actions that could result in a more positive Performance Indicator trend. Toward that end the CE Contractor shall provide recommendations that could improve the trend. Should the LTA determine that the CE Contractor's performance has contributed to a negative Performance Indicator trend, the CE Contractor shall take all reasonable actions requested by the LTA to improve trend performance. Should negative Performance Indicator trends persist, the LTA may take whatever additional action is necessitated by the circumstances and provided for in the Agreement of which this Scope of Work is a part.

A. CE Base Performance Standards

The CE Contractor shall strive to comply with the minimum performance standards described below: LTA will discuss trends. Contractor shall keep track of all this information.

- 1) Safety – Accidents: Accidents per 100,000 vehicle miles. Accidents include vehicle collisions that occur on public or private property. An accident is defined as any contact between the bus and another object except the road.
- 2) Customer Service – Complaints: Valid complaints per 100,000 boardings. Complaints exclude service requests, compliments, information requests, and bus stop repair requests.
- 3) Operations – On Time Performance: Bus departures expressed as a percentage of total departures from scheduled time points. "On-time" shall be defined as departing a scheduled time point between zero (0) minutes and five (5) minutes late. No trips shall leave stops ahead of schedule. Prior to initiating the tracking of this Performance Indicator, the CE Contractor shall devise a statistically significant method to measure on-time performance, which shall be subject to LTA's review and approval.
- 4) Operations – Passengers per Hour: Passenger boardings per vehicle revenue hour on all demand response services.
- 5) Maintenance – Fleet Inspections: The CE Contractor is responsible for reporting vehicle condition to the LTA maintenance staff. Subsequently, the CE Contractor bears a responsibility to report vehicle defects and assure compliance in pre-trip inspections and care of assigned vehicles. Fleet inspections will be conducted by LTA, the frequency of which shall be at

LTA's discretion. LTA will randomly select buses for inspection from those that have recently been subjected to a Preventive Maintenance Inspection. The LTA will assess the condition of each bus based on the following categories: Unreported Defects, Safety, and Cosmetic. The inspector's results will be compiled in such a way as to arrive at a numerical score.

- 6) Customer Service - Complaint Follow-Up: The CE Contractor shall ensure all valid complaints are resolved in a timely manner and to the customer's satisfaction (subject to reasonableness). LTA will measure this performance indicator at its discretion using a random selection of complainants, who will be contacted and asked to answer several quantitatively based questions designed to measure the CE Contractor's administration of the complaint resolution process. The survey design will be subject to agreement between the LTA and the CE Contractor. The CE Contractor Performance Indicator will be the percentage of satisfactory responses received from survey participants. The CE Contractor shall take all reasonable actions necessary to ensure legitimate complaint generated issues are incorporated into a training format (for example, classes, memos, meetings) that will allow the organization to learn from mistakes and to reinforce positive standards of conduct and operations.

B. Fixed Route Service Standards:

- 1) Schedule Reliability: The Performance Indicator shall be the percentage of total bus departures within five (5) minutes after the scheduled time as indicated by published timetables. At no time shall a bus depart early. This standard applies to each time listed in the schedule, not just terminal departure times.
- 2) Missed Run: Missed runs are prohibited. The number of missed runs shall be tracked. A missed run occurs when a scheduled departure is canceled, or when a bus departs more than 15 minutes after the published departure time.

C. Dial-A-Ride, Demand Response, and Paratransit Service Standards:

- 1) Productivity Standard: Passengers per Vehicle Revenue Hour Passenger boardings per vehicle revenue hour on all demand response services:
- 2) Demand-Response Wait Time (elapsed time between a "real time" demand response service request and passenger pickup): This will be a measure of passengers picked up within 15 minutes of scheduled pickup time and within 30 minutes of scheduled pickup time.
- 3) Ride Time (the elapsed time between passenger pickup and drop off): Ride time shall be separated into several ride time categories or as an averaged, as approved by the LTA.
- 4) Reservation Reliability: A percentage measure of reservation trips completed within plus or minus 15 minutes of the recorded reservation time.
- 5) Service Refusals: Measure of the number of service requests refused per service day due to inability to respond at the requested reservation time. Consistent with federal law, there shall be no pattern of service refusals with respect to reservation requests for ADA Paratransit made by individuals possessing valid ADA Paratransit eligibility identification cards.
- 6) No-Show Ratio: A measure of the percent of scheduled trips that are no-shows.

- 7) Trips taken on ADA Paratransit service shall match as closely as possible the time for same trip on Fixed Route including walk access, wait and transfer times.

7.2.11 Operations Personnel

The CE Contractor shall provide all management, supervision, training, drivers, dispatchers, clerks, service workers, telephone information operators, and such other personnel necessary to responsibly operate CE services and meet the performance standards established by the LTA.

For purposes of this Agreement, the terms "employee(s)" and "personnel" shall include individuals employed by subcontractors that perform any of CE vehicle operations or related functions.

7.2.12 Operations Management

The CE Contractor shall provide operations management at a level and capability sufficient to oversee its functions and employees and meet the performance standards established by the LTA.

The CE Contractor shall designate and provide the services of a Project Manager, subject to the approval of the LTA, who shall provide overall management and supervision of the CE public transit program under the terms of this Agreement. The Project Manager must have a minimum of five years of experience in public transportation operations including at least three years' supervisory experience. A bachelor's degree in a related field from an accredited four-year college may substitute for two years of transportation experience and one year of supervisory experience.

The Project Manager shall work cooperatively with the LTA in matters relating to service quality, providing operational and other data as described in this Scope of Work, responding to comments from the LTA, passengers, and the general public; and responding to specific requests for other assistance as the need arises. The Project Manager shall be on duty at the operations facility from 8:00 a.m. to 5:00 p.m., Monday through Friday, and unless otherwise approved by the LTA, for a minimum of 40 hours per week. Should the level of operations personnel (not including drivers) not be sufficient for the Contractor to complete all tasks stated in this Scope of Work, the Project Manager shall perform the duties himself/herself if the Project Manager has knowledge or capability to complete the tasks sufficiently.

The Project Manager designated for this project shall not be replaced without the prior written consent of the LTA. Should the services of the Project Manager become no longer available to the CE Contractor, the resumé and qualifications of not less than three (3) qualified candidates shall be submitted to the LTA for approval as soon as possible, but in no event less than thirty (30) calendar days prior to the departure of the incumbent Project Manager. The LTA may require an interview of the proposed candidate(s) before an acceptance or rejection decision is made.

At all times, the Project Manager or other employee pre-designated and identified to the LTA to act for the Project Manager, shall be available either by phone or in person to make decisions regarding day-to-day CE operations, including emergency situations, or to provide coordination as necessary, and shall be authorized to act on behalf of the CE Contractor regarding all matters pertaining to this Scope of Work.

7.2.13 Employee Selection and Supervision

The CE Contractor shall be responsible for the employment and supervision of all employees necessary to perform CE operations. The CE Contractor's responsibilities shall include employee recruitment, screening, selection, training, supervision, employee relations, evaluations, retraining and termination.

The CE Contractor shall use appropriate screening and selection criteria in the employment of operations personnel. The CE Contractor shall perform employment, DMV and criminal background checks, pre-employment drug screens and physicals of all employees associated with this agreement and shall undertake all steps necessary to assure employees perform their duties in a safe, legal, courteous, and professional manner at all times.

The CE Contractor shall make all reasonable efforts to ensure that employees having contact with the public in the course of the performance of their duties are of good moral character. Any such employee who is convicted of a felony or of a crime involving moral turpitude during the time of his/her employment or within 8 years prior to the expected date of employment shall not be permitted to continue to hold a position of employment involving contact with the general public.

The CE Contractor shall develop, implement and maintain an employee alcohol and substance abuse testing program, subject to LTA approval, for all employees in safety-sensitive positions, including personnel engaged in the operation, servicing and control of CE vehicles and equipment. Said program shall comply with all applicable requirements established by the FTA or other federal or state agencies, including regulations promulgated to implement the Omnibus Transportation Employee Testing Act of 1991, as it may be amended from time-to-time.

The CE Contractor shall at all times comply, and shall require subcontractors to comply, with applicable state and federal employment laws, including Section 1735 of the California Labor Code and Title VII of the Civil Rights Act of 1964, as amended.

The CE Contractor shall fully cooperate with the LTA in meeting the legal requirements of the labor protective provisions of Section 13(c) of the Urban Mass Transportation Act of 1964, as amended (49 U.S.C. 1609) and the Section 13(c) Agreements and side letters currently in force and certified by the United States Department of Labor. Changes, including changes in service and any other changes which may adversely affect transit employees, shall be made only after due consideration of the impact of such changes on Section 13(c) protections granted to employees. The CE Contractor shall defend and indemnify the LTA from any and all claims and losses due to the 13(c) consequences of changes not requested by the LTA resulting in Section 13(c) grievances, claims and/or liability.

Nothing in this section shall be construed by either the CE Contractor or the LTA to be in conflict with the language and intent of Article 6.4, Independent Contractor, of the Agreement of which this Scope of Work is a part.

7.2.14 Bilingual (English/Spanish) Personnel

The CE Contractor shall make every effort to recruit bilingual (English/Spanish) personnel for driver, dispatcher, telephone operator, and supervisory positions. A minimum of fifty percent (50%) of operations personnel shall be bilingual and bilingual personnel shall be available during all transit system operating hours to receive

telephone calls from the public and to provide interpretation for transit system personnel and passengers.

7.2.15 Training of Drivers and Operations Personnel

The CE Contractor shall develop, implement and maintain a formal training and retraining program that shall be subject to review and approval by the LTA. An outline of the training program, including periodic updates, shall be on file in the offices of the LTA. All drivers, dispatchers, telephone information personnel, and supervisors shall participate in the program.

The CE Contractor shall implement and maintain a specific training and retraining program for all drivers. The program shall provide a fixed minimum number of hours of training for new employees, including classroom instruction, behind the wheel training under supervision of a certified instructor, and in-service training. The program shall include, but not necessarily be limited to, instruction covering applicable laws and regulations and defensive driving practices, disabled passenger assistance techniques, accident/incident procedures, radio procedures, CE operating policies and procedures, employee work rules, vehicle safety inspection, equipment care, fueling and maintenance, battery electric vehicle operation, customer relations and passenger conduct. Drivers shall be trained to operate all types of buses, wheelchair lifts and securement systems, and other equipment that they may be expected to use in performing County Express services.

All drivers shall be certified as having completed the CE Contractor's formal training course for new drivers as approved by the LTA and be licensed with a valid California Class B operator's license with appropriate endorsements or certification(s) and medical card. Drivers of transit buses shall possess a Transit Bus Certificate as issued by the State of California Department of Motor Vehicles, pursuant to Section 12804.6 of the California Vehicle Code. Drivers of paratransit vehicles shall possess a California General Public Paratransit Vehicle certificate. Drivers shall meet all applicable requirements as established by the California Highway Patrol.

The CE Contractor shall prepare and furnish a Driver's Manual to the LTA for approval and to all drivers, dispatchers, telephone operators and supervisors. Contents of the Driver's Manual shall include the following subject areas: fundamentals of customer service; driver's rules; accident/incident policies; radio policies and procedures; fog and inclement weather policy; vehicle and ADA feature inspection, care and maintenance policy and procedures, reporting procedures and pertinent sample forms.

Dispatchers, telephone operators, supervisors and any other personnel, who may from time-to-time be assigned to telephone information or reservation lines, shall be trained in customer service, customer relations skills, telephone manners, accident/incident procedures, fares, bus and demand response schedules and services, information referrals, ADA regulations regarding trip reservations, County Express reservation procedures, and operating policies. Operations control personnel assigned to County Express scheduling and vehicle dispatching duties shall have a detailed knowledge of applicable procedures and professional techniques.

CE Contractor shall provide specific training to appropriate personnel on the use of the any transit software that we use to ensure that its capabilities are used to the maximum level of effectiveness.

The CE Contractor shall implement, within ninety (90) days after the start of the contract term, a Spanish-language keyword/key-phrase training and proficiency testing program to assist all operating personnel to learn simple phrases to assist them in communicating fares and directions to Spanish-speaking transit riders.

7.2.16 CE Driver's Responsibilities

CE Drivers will, when requested by the LTA, distribute notices or surveys to passengers or otherwise render assistance with the CE customer relations, promotion, marketing, monitoring and supervisory functions. CE Drivers will be required to honor special passes; collect, cancel and/or validate passes, tokens and coupons; and issue and collect transfers, as determined by the LTA. CE Drivers shall verify cash and token fares deposited in the farebox, but shall not carry revenue. CE Drivers shall record ridership counts by passenger category and boarding location in accordance with procedures approved by the LTA.

CE Drivers shall have available at all times during operation of any bus an accurate time piece with active second hand (or digital equivalent), set each day to conform to local time.

7.2.17 CE Uniforms

CE Drivers shall be in uniform at all times while in service or otherwise on duty. At all times CE drivers shall wear a badge that identifies the driver with name, employee number, or both. The CE Contractor shall provide driver's uniforms to its employees. The design, type and logo of the uniforms shall be subject to the LTA's advance approval. CE Drivers shall be required to maintain a neat and clean appearance at all times while on duty. While in uniform drivers shall maintain a professional appearance at all times, even when off duty. Drivers in uniform, even when off duty, shall not participate in any activity or purchase any substances that would preclude them from legally operating a bus.

7.2.18 Safety Program

The CE Contractor shall assume full responsibility for assuring that the safety of passengers and operations personnel, and the LTA's vehicles and equipment, are maintained at the highest possible level throughout the term of this Agreement. The CE Contractor shall comply with all applicable California Highway Patrol and OSHA requirements and shall furnish the LTA with copies of annual CHP vehicle/equipment inspections and CHP safety compliance reports, including pull notices.

The CE Contractor shall develop, implement and maintain, in full compliance with California Law, a formal safety and accident prevention program including periodic safety meetings, participation in safety organizations, safety incentives offered by the CE Contractor to drivers and other employees, and participation in risk management activities under the auspices of the CE Contractor's insurance carrier or other organization. The CE Contractor shall provide a copy of said Safety Program and subsequent program updates to the LTA.

7.2.19 California Pull Notice Program

The CE Contractor shall participate in the State of California Department of Motor Vehicles "Driver Pull Notice Program" for appropriate monitoring of employee driver license activity. The CE Contractor shall require all drivers, control room personnel, and supervisors to participate in the program. Contractor shall submit an annual pull notice

program compliance certificate to the LTA and notify the LTA of any notices of non-compliance with program requirements.

7.2.20 Road Supervision

The CE Contractor shall provide road supervision as required to monitor drivers and vehicles and assist drivers in revenue service, including assistance with special events. Road supervision shall be conducted utilizing Contractor's vehicles. No LTA owned vehicles may be used for Road supervision.

7.2.21 Secret Rider Program

CONTRACTOR shall implement a "secret rider" program whereby drivers are routinely and discreetly monitored by individuals unknown to the driver. CONTRACTOR shall report monthly the number of hours "secret riders" were on-board LTA buses during the previous month. Said hours shall be a minimum of ten (10) hours each month.

CONTRACTOR shall provide LTA with a summary of "secret rider" observations in a manner and format prescribed by LTA. Secret rider personnel shall be well versed in ADA regulations and shall closely monitor driver actions to ensure compliance with said regulations, in particular secret riders shall monitor driver bus stop announcements and wheelchair securement procedures to ensure ADA compliance.

7.2.22 Accident, Incident, and Complaint Procedures

A. General

The CE Contractor shall develop, implement and maintain formal procedures, subject to LTA review and approval, to respond to accidents, incidents, service interruptions, and complaints. Such occurrences to be addressed include, but are not necessarily limited to, vehicle accidents, passenger injuries, passenger disturbances, in-service vehicle failures, lift failures of buses in service, fixed-route buses operating more than ten minutes behind schedule, and demand response vehicles operating more than thirty minutes behind schedule based on reservation times.

B. Incidents

The CE Contractor shall provide specific information to the LTA on all out-of-ordinary incidents arising during the service. Such incidents shall include, but not be limited to, onboard incidents, vehicular accidents, and disputes with or among passengers. The CE Contractor shall notify the LTA immediately after becoming aware of the incidents. Notification shall address the incident and how it was handled and resolved. Unless otherwise requested, written documentation of such notification shall be submitted on a monthly basis. Operators shall notify Dispatch of any illegal actions on the bus immediately. Dispatch shall immediately notify the Police Department of the jurisdiction in which the incident or accident took place.

C. Accidents

All traffic accidents involving LTA vehicles, irrespective of injury, shall be reported to the Highway Patrol, local police or sheriff, as appropriate, and then to the LTA. The CE Contractor shall request that the law enforcement agency respond to investigate the accident. The CE Contractor shall supply the LTA with copies of all accident and incident reports.

The LTA shall be notified in writing by the CE Contractor of all accidents and incidents resulting in loss or damage to CE property as soon as possible, but in all cases within 24 hours. In cases involving injury, the CE Contractor shall notify the LTA of the incident immediately after contacting emergency services.

D. Complaints

Contractor shall address complaints as soon as possible. Initial contact with the complainant shall be made within twenty-four (24) hours of receiving the complaint in person, by telephone or by e-mail. Contractor shall make every reasonable effort within established LTA policies to resolve complaints at its level. Contractor shall immediately report complaints to the LTA that meet the criteria listed below, as such criteria may be amended by the LTA from time to time:

- Complaints that cannot be resolved at Contractor level.
- Complaints that can be mitigated through timely actions only by LTA staff.
- Complaints by individuals that indicate they plan to complain to LTA staff, elected officials or the Federal Transit Administration.
- Complaints from an individual that self identifies and alleges discrimination under Federal law including the ADA and Title VI of the Civil Rights Act of 1964.

Contractor shall prepare written reports on all complaints received in a format specified by the LTA. At a minimum, written reports on complaints shall be submitted to LTA weekly.

Requests for services not currently provided by ST or CE shall be recorded and reported with complaints in a format specified by the LTA.

E. Service Interruptions

Contractor shall report to LTA in-service vehicle failures, lift failures of buses in service, fixed-route buses operating more than ten minutes behind schedule and demand response vehicles operating more than thirty minutes behind schedule, based on reservation times, in a time and manner specified by the LTA. At a minimum, these items shall be recorded and reported to the LTA weekly in a written format specified by the LTA. The activities required to be reported and the format in which they are reported is subject to change at LTA's discretion.

7.2.23 Vehicle Control and Scheduling

The CE Contractor shall implement and maintain an effective vehicle control system to maintain radio or telephone contact with all vehicles in service so as to provide supervision and guidance to vehicle operators, and respond to mechanical breakdowns, accidents and incidents in a timely and responsible manner consistent with industry practice.

The CE Contractor shall utilize the LTA's software programs to its full potential in support of activities necessary to schedule and transport CE passengers riding demand-response services operated by the CE Contractor.

7.2.24 Operations Headquarters

The CE Contractor shall provide and maintain operations and control room furnishings and equipment required to provide CE services. The CE Contractor shall provide and maintain computers, maps, information boards, official time clock, desks, tables, chairs, and other office equipment as may be necessary and appropriate.

The CE Contractor shall be responsible for providing custodial services for CE Contractor occupied areas. These areas include the restrooms, lobby and dispatch area, manager's office, safety trainer office, supply room, and break room. Custodial services shall be performed at a minimum of twice a week. The CE Contractor shall also be responsible for providing cleaning and maintenance supplies for custodial services.

7.2.25 Telephone Reservation and Information System

The CE Contractor shall utilize CE telephone lines solely to respond to incoming calls from CE patrons for the purposes of requesting service information and demand response service or reservations. These phone lines shall be exclusively dedicated to the CE reservation and information system. The CE Contractor shall advise the LTA if call volume appears to exceed phone line capacity to respond to incoming calls with a minimum number of busy signals. The CE Contractor shall coordinate with the LTA annually or more frequently, if necessary, to monitor and evaluate call volume and the need for additional phone lines.

The CE Contractor shall install and maintain at the CE Contractor's expense separate telephone line(s) for business office, email accounts, internet or other calls. The CE Contractor shall make special efforts to respond to telephone service and information requests from hearing-impaired CE patrons. The CE Contractor may provide TDD equipment for communication with hearing-impaired patrons or use the California Relay Service.

7.2.26 Fares and Fare Collection

All fares of any kind or character to be paid by CE patrons shall be established by the LTA. The CE Contractor shall request each patron pays the appropriate fare prior to provision of transportation service. All cash fares shall be paid by patrons in the exact amount due for their appropriate fare classification. Fares shall be deposited by patrons into the fareboxes provided by the LTA in each vehicle. The CE Contractor shall collect or otherwise process in the manner directed by the LTA all non-cash fares (vouchers, transfers, passes and the like). All fares collected are the sole property of the LTA.

In the event a farebox requires repair or replacement, the CE Contractor will, within 24 hours of the request, have the LTA repair and/or exchange the broken farebox to ensure that regular service is not interrupted. Any transfer of revenue shall be done in a secure fashion in accordance with the CE Contractor's policies and procedures. All incidents of farebox malfunction shall be reported to the LTA within 24 hours. Minivans are not equipped with fareboxes due to size limitations. Fares on minivans shall be collected and secured in a manner satisfactory to the LTA.

7.2.27 Fare Revenue Processing

The CE Contractor shall process fares under dual custody at all times. When not in dual custody fares shall be stored in a vault or other highly secure, lockable container. Fares shall be counted utilizing dual custody in a room that is observable by supervisory staff

either directly or by closed circuit television. Contractor shall reconcile fare revenues to passenger activity in a process approved by LTA. All fare accounting shall be in accordance with procedures to be proposed by the CE Contractor and approved by LTA. At least three times each week the CE Contractor shall deposit fare revenue at a banking institution as directed by the LTA and submit deposit receipts to the LTA on a weekly basis. Reports on the revenues collected and deposited shall be provided to the LTA on a weekly basis. The LTA reserves the right to audit fare revenue collection and accounting at reasonable times without prior notification to the CE Contractor.

7.2.28 Fare Sales

The CE Contractor's office staff shall sell tokens and passes in accordance with procedures specified by the LTA. The CE Contractor shall assist the LTA and CE customers by providing accurate information to customers requesting information regarding pass and token sales.

7.2.29 Street Furnishings

The CE Contractor shall maintain all bus stop signs, posts, benches, shelters and other bus stop furnishings, including trash removal, and shall ensure any vandalism is attended to as soon as possible, but in no case more than 24 hours after it is reported.

The CE Contractor shall notify the LTA by e-mail using the approved form by the close of business the following day if any bus stop signs have been removed, damaged, or otherwise require repair, maintenance or replacement, or when bus stop shelters, benches, bicycle racks or other bus stop facilities are in need of repair, maintenance or replacement. Such repair, maintenance, or replacement shall include, but is not limited to, repair due to vandalism, clean-up due to scattered refuse, landscape not being maintained, shelter lighting not working, unsafe conditions (particularly poor lighting at night) or other similar conditions. Notification must include the route, direction of travel, street and cross-street, and the exact corner of the intersection on which the stop is located.

7.2.30 Books, Record, Reports, and Inspection

The CE Contractor shall maintain all books, records, documents, accounting ledgers, and similar materials relating to work performed for the LTA under this Agreement, on file for at least three (3) years following the date of final payment to the CE Contractor by the LTA. Original documents or certified copies shall be maintained locally at a place that shall be subject to the LTA approval. Any duly authorized representative(s) of the LTA shall have access to such records for the purpose of inspection, audit and copying at reasonable times, during the CE Contractor's usual and customary business hours. Further, any duly authorized representative(s) of the LTA shall be permitted to observe and inspect any or all of the CE Contractor's facilities and activities during the CE Contractor's usual and customary business hours for the purposes of evaluating and judging the nature and extent of the CE Contractor's compliance with the provisions of this Agreement. In such instances, the LTA's representative(s) shall not interfere with or disrupt such activities.

The CE Contractor shall collect, record, and report to the LTA on a monthly basis all accounting data for the CE operation in accordance with Section 99243 of the California Public Utilities Code, as is now in force or may hereafter be amended. All worksheets and detail information used to prepare these reports shall be available upon request.

The CE Contractor shall collect, record, and report all operational data required by the LTA in a format approved by the LTA. Such data shall include, but not be limited to, data required under Section 99247 of the California Public Utilities Code, as is now in force or may hereafter be amended, passenger count data by fare and demographic category, vehicle hours, vehicle miles, vehicle revenue hours, vehicle revenue miles, passengers per hour, wheelchair boardings, missed trips, accidents and incidents, complaints and compliments, demand service requests refused, and passenger no-shows.

Information concerning vehicle activity shall be collected daily on the demand response driver's log, route driver's report, dispatch log, and/or other forms as developed by the CE Contractor and approved by the LTA and shall be summarized daily on the Daily Operations Summary. Daily vehicle activity data shall include by individual vehicle the number of passengers, wheelchair boardings, pick-up and drop-off times for demand response, mileage, and revenue. Dispatch records must show times for receipt of service requests, pick up assignment made, actual pick up, variance between promised and actual pick up times, actual drop off time, and total time between pick up and drop off.

The Daily Operations Summary shall be compiled into weekly, monthly, quarterly and annual reports; and shall provide data according to the individual routes, modes and total system. Individual totals shall be provided for peak hour services, weekdays, and, if needed, evenings, Saturdays and Sundays.

In addition to statistical data, Monthly Reports shall summarize the employee safety program and training activities, employee turnover, and other information as may be requested from time to time.

The Project Manager shall prepare and submit monthly reports, which shall be submitted to the LTA no later than the tenth (10) calendar day of the following month, comprised of the following:

- Transmittal Letter
- Ridership
- Revenue Service Hours
- Revenue Service Miles
- Fares Collected: Cash and Tokens
- Fare Sales
- Number of Service Days
- Lift-Assisted Trips
- Turn Downs
- No Shows
- Cancellations
- Employee Hours
- Monthly Fuel Usage
- Summary of Ride Checks
- Summary of Accidents
- Summary of Incidents
- Summary of Road Calls
- Summary of Demand Response Wait Time

- Summary of Demand Response Ride Time

7.2.31 System Promotion

Contractor shall distribute and disseminate schedules in accordance with the provisions of the CE Scope of Services. The CE Contractor shall post notice within the transit vehicles at least one (1) week before the date on the notice and the Contractor shall remove notices from the transit vehicles no more than one (1) day after the date on the notice.

The CE Contractor shall not be responsible to undertake or fund any advertising or promotional activities on behalf of the LTA. The CE Contractor shall, however, cooperate with the LTA in any such activities initiated by the LTA by making available needed equipment and personnel at no cost or expense to the LTA. The CE Contractor also shall dispense the LTA information publications, respond to patron requests for information, act as a liaison and provider of system promotion information with and to community agencies and groups, and do all other things requested by the LTA to assist and support the LTA's advertising and public information efforts. The CE Contractor is required to ensure that sufficient quantities of passenger information materials are maintained, and appropriately organized and displayed on each revenue vehicle at all times.

7.2.32 System Recommendations

The CE Contractor shall continually monitor CE operations, facilities and equipment and shall, as warranted, advise the LTA and make recommendations to it upon observed deficiencies and needed improvements. The LTA shall retain all authority to make determinations and to take action on such recommendations.

7.2.33 Route Planning and Schedule Coordination

The CE Contractor will provide the LTA with information to contribute to schedule revisions and to short and long-range planning and will collect data and perform miscellaneous surveys to be used in assimilating information needed to successfully monitor the service and clients and to respond to any and all reporting requirements. The CE Contractor will assist transit planning staff at the LTA in service planning. Contributions may include mileage, vehicle, and any other resource requirements needed to implement new or modified service. This information may be used in budget preparation, planning, and in making transit presentations to the LTA, city, county, state, and federal agencies.

7.2.34 Holiday Service

Service will not be provided on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day or Christmas Day, unless otherwise directed by the LTA to the CE Contractor in writing at least 30 days prior to the required day of service.

7.2.35 Service Interruption

In the event of a service interruption of any kind, the CE Contractor shall ensure that appropriate action is taken to mitigate the situation. In general, it is at the CE Contractor's discretion how to mitigate such events.

The CE Contractor shall provide a contingency plan in the event of a work stoppage by employees and/or in the event of lack of operators, supervisors, or maintenance personnel, in order to maintain and provide on-time bus service and acceptable

performance standards to the LTA. This plan is due to the LTA no later than ninety days from the execution of the contract.

The CE Contractor will inform the LTA regarding any route problems, delays, detours, or vehicle breakdowns. Incidents/accidents that cause major service interruptions, severe injuries, or media attention shall be reported to the LTA immediately. All service interruptions or detours when normal routing or service is resumed must be reported to the LTA.

7.3 Responsibilities And Duties of The LTA For Specialized Transportation Operations

The San Benito County Local Transportation Authority (LTA) shall perform the following duties and accept the following responsibilities with respect to Specialized Transportation (ST) operations. To the extent reasonable and feasible, the ST Contractor shall assist the LTA in this regard.

7.3.1 System Planning and Administration

The LTA shall be responsible for all planning activities, preparation of planning documents, budgets, grant applications and related documentation, and other such activities relative to overall system administration.

7.3.2 Liaison with Local Jurisdictions, Citizens Groups

The LTA shall be responsible for coordinating project activities with local and regional governmental jurisdictions, agencies, and citizens' groups.

7.3.3 Notification - Potential Interference with Transit System Operations

The LTA shall make a reasonable effort to notify ST Contractor in advance of any road closures, detours, parades, or other such events within the jurisdiction of local agencies that may interfere with ST operations or require deviations from established routes or schedules. The ST Contractor and the LTA shall mutually agree upon such deviations.

7.3.4 Advertising and Promotion

The LTA shall prepare, place, schedule and pay for all advertising and promotional materials designed to inform the public of ST operations and to promote ridership. The ST Contractor shall assist and cooperate with marketing and promotional events or activities.

7.3.5 LTA Vehicles and Equipment; Maintenance and Repair

The LTA shall provide to ST Contractor the vehicles and equipment set forth in Appendix C. These vehicles and equipment shall be used only for activity directly related to the ST program covered by this Agreement, unless otherwise authorized, in writing, by the LTA.

The LTA shall maintain and repair the specified vehicles, including attached communications systems, and other specified equipment. The ST Contractor shall be responsible for daily vehicle servicing as described in Section 7.5.2 and for all damage to equipment excluding normal wear and tear. The ST Contractor shall promptly report all vehicle defects to the LTA's maintenance staff.

In the event the LTA determines driver operating practices cause a pattern of component failure or accelerated wear, the LTA will confer with the ST Contractor to develop a corrective training program or other corrective action.

7.3.6 Cost of Fuel

The LTA shall provide and be responsible for the cost of all fuel obtained by the ST Contractor at the LTA fueling facility necessary for the operation of ST revenue vehicles. The cost of fuel obtained by the ST Contractor at any facility other than the LTA fueling facility will not be covered by the LTA unless the ST Contractor has received written permission from the LTA approving the purchase.

7.3.7 Radio Communications System

The LTA shall provide and maintain a two-way radio communications system, which shall be used by ST Contractor solely for communications related to ST operations. The LTA shall provide and maintain license(s) as required for the radio system. The ST Contractor shall comply with all applicable federal statutes and regulations in connection with radio system use.

7.3.8 Telephone System

LTA does not provide telephone equipment or any associated wiring or hookups.

7.3.9 ST Operations Headquarters

The LTA shall provide parking for ST operators and ST dedicated vehicles at an operations headquarters facility located at 3240 Southside Road, Hollister, California, 95023. The ST Contractor shall provide its own office facility for all of its administrative functions.

Proposers may propose an alternative site for employee parking and ST dedicated vehicle parking. However, the alternative site must offer ample parking, and be well-lit and secured.

7.3.10 Operating Policies and Procedures

The LTA shall establish all operating policies and procedures for the operation of ST services.

7.4 Duties And Responsibilities of The Specialized Transportation Contractor

In this section, the duties and responsibilities shall refer to ST services only. The ST Contractor shall perform the duties and accept the responsibilities set forth below in connection with its operation of ST. The omission of a duty or responsibility from the following shall not relieve the ST Contractor of its obligation to perform such duty or accept such responsibility, so long as it is usual, customary and generally accepted within the public transportation industry as being an integral element of operating specialized transportation services of a kind and character such as ST services.

7.4.1 General ST Operations

The ST Contractor shall provide the necessary management, technical and operating services for the operation of the ST services as specified by the LTA. The ST Contractor shall assist and cooperate with the LTA in meeting the objectives of providing quality transportation services. The ST Contractor shall perform close liaison activities, coordination and cooperation with the LTA on matters related to operations, monitoring, reporting and service performance measurements. The ST Contractor shall furnish all equipment and services required in the operation and management of ST services unless specifically identified to be contributed by the LTA.

7.4.2 Out-of-County Non-Emergency Medical Transportation Services (OOCMT)

OOCMT services will be provided as “door-through-door services” for individuals that meet the following criteria:

- Live within our current service area
- Require medical services not provided in San Benito County
- Have no other transportation available

The ST Contractor shall schedule trips for OCCMT service at least one week in advance and accept subscription service reservations. If OOCMT clients request escort service to the registration lobby, ST Operators may be expected to provide basic English-Spanish translation. However, such services are limited to only the registration area.

7.4.3 Senior Lunch Transportation Program (SLTP)

SLTP services shall be provided as “door-through-door services” for individuals that meet the following criteria:

- Live within the designated areas
- Are at least 60 years of age

The ST Contractor shall accept telephone requests made 24 hours in advance and up to 14 days in advance. The ST Contractor shall accept subscription service reservations. However, the level of subscription service provided shall not exceed fifty percent (50%) of the total number of trips available during a service day.

7.4.4 Medical Shopping Assistance Program (MSAP)

MSAP services shall be provided as “door-through-door services” for individuals that meet the following criteria:

- Live in San Benito County
- Are at least 60 years of age or disabled
- Require escort services

The ST Contractor shall accept telephone requests made 48 hours in advance and up to 14 days in advance. The ST Contractor shall accept “subscription service” reservations (i.e. provision of repetitive trips over an extended period of time without requiring that individuals call to request reservations for each trip). However, the level of subscription service provided shall not exceed fifty percent (50%) of the total number of trips available during a service day.

The ST Contractor shall be responsible for developing a certification process with the LTA. Once the certification process is developed, the ST Contractor shall conduct the disability certification process for the MSAP service.

7.4.5 Fuel

The LTA shall be responsible, at its cost, for providing all fuel for revenue vehicles directly related to the operation of ST services. The ST Contractor shall be responsible for the actual fueling or charging of the vehicle at LTA's facility. The ST Contractor shall record all fueling or charging activities by fuel type and submit a summary of such

activities on the monthly report.

7.4.6 Service Standards

The ST Contractor shall strive at all times to provide service in a manner that will maximize productivity and at the same time emphasize quality customer service. The Performance Indicators described in this section shall be tracked by the ST Contractor in a manner satisfactory to the LTA.

The ST Contractor and the LTA shall meet quarterly, at a minimum, to evaluate performance of the system as indicated by the trends of the Performance Indicators. If a Performance Indicator trend indicates it is not fulfilling the intended purpose of a specific ST service, the LTA and ST Contractor shall explore potential actions that could result in a more positive Performance Indicator trend. Toward that end the ST Contractor shall provide recommendations that could improve the trend. Should the LTA determine that the ST Contractor's performance has contributed to a negative Performance Indicator trend, the ST Contractor shall take all reasonable actions requested by the LTA to improve trend performance. Should negative Performance Indicator trends persist, the LTA may take whatever additional action is necessitated by the circumstances and provided for in the Agreement of which this Scope of Work is a part.

A. ST Base Performance Standards

The ST Contractor shall track the Performance Indicators described below:

- 1) Safety – Accidents: Accidents per 100,000 vehicle miles. Accidents include vehicle collisions that occur on public or property. An accident is defined as any contact between the bus and another object except the road.
- 2) Customer Service – Complaints: Valid complaints per 100,000 boardings. Complaints exclude service requests, compliments, information requests, and bus stop repair requests.
- 3) Operations – On Time Performance: On-time bus trips as a percentage of total bus trips. The ST Contractor shall devise a statistically significant method of measuring on-time performance. LTA will review the method and if deemed appropriate, approve it. The ST Contractor shall submit the On-time Performance reports for each of the services on a monthly basis with the monthly operations report.
- 4) Operations – Passengers per Hour: Passenger boardings per vehicle revenue hour on all demand response services.
- 5) Operations – On-Board Service Evaluations: The ST Contractor shall, in cooperation with the LTA, develop a comprehensive service evaluation program to be implemented based on a statistically sound method and implemented by both parties.
- 6) Operations – Service Hours: In no event shall the total monthly vehicle revenue hours billed to the LTA for ST services exceed 640 hours. Of the 640 hours, a minimum of 380 hours shall be dedicated to OOCMT operations, a minimum of 120 hours shall be dedicated to SLTP services, and a minimum 100 hours shall be dedicated to MSAP services.
- 7) Maintenance – Fleet Inspections: The ST Contractor is responsible for reporting vehicle condition to the LTA maintenance staff. Subsequently, the ST Contractor bears a responsibility to report vehicle defects and assure

compliance in pre-trip inspections and care of assigned vehicles. Fleet inspections will be conducted by LTA, the frequency of which shall be at LTA's discretion. LTA will randomly select buses for inspection from those that have recently been subjected to a Preventive Maintenance Inspection. The LTA will assess the condition of each bus based on the following categories: Unreported Defects, Safety, and Cosmetic. The inspector's results will be compiled in such a way as to arrive at a numerical score.

- 8) Customer Service - Complaint Follow-Up: The ST Contractor shall ensure all valid complaints are resolved in a timely manner and to the customer's satisfaction (subject to reasonableness). LTA will measure this performance indicator at its discretion using a random selection of complainants, who will be contacted and asked to answer several quantitatively based questions designed to measure the ST Contractor's administration of the complaint resolution process. The survey design will be subject to agreement between the LTA and the ST Contractor. The ST Contractor Performance Indicator will be the percentage of satisfactory responses received from survey participants. The ST Contractor shall take all reasonable actions necessary to ensure legitimate complaint generated issues are incorporated into a training format (for example, classes, memos, meetings) that will allow the organization to learn from mistakes and to reinforce positive standards of conduct and operations.

B. Out-of-County Non-Emergency Medical Transportation Standards:

- 1) Productivity Standard: Passengers per Vehicle Revenue Hour
- 2) Reservation Reliability: A percentage measure of reservation trips completed within plus or minus 15 minutes of the recorded reservation time.
- 3) Service Refusals: Measure of the number of service requests refused per service day due to inability to respond at the requested reservation time. Consistent with federal law, there shall be no pattern of service refusals with respect to reservation requests made by individuals possessing valid ADA Paratransit eligibility identification cards.
- 4) No-Show Ratio: A measure of the percent of scheduled trips that are no-shows.

C. Senior Lunch Transportation Program Standards:

- 1) Productivity Standard: Passengers per Revenue Vehicle Hour
- 2) Ride Time (the elapsed time between passenger pickup and drop off): Ride time shall be separated into several ride time categories or as an average, as approved by the LTA
- 3) Reservation Reliability: A percentage measure of reservation trips completed within plus or minus 15 minutes of the recorded reservation time.
- 4) Service Refusals: Measure of the number of service requests refused per service day due to inability to respond at the requested reservation time. Consistent with federal law, there shall be no pattern of service refusals with respect to reservation requests made by individuals possessing valid ADA Paratransit eligibility identification cards.
- 5) No-Show Ratio: A measure of the percent of scheduled trips that are no-shows.

D. Medical Shopping Assistance Program Standards:

- 1) Productivity Standard: Passengers per Vehicle Revenue Hour
- 2) Demand-Response Wait Time (elapsed time between a “real time” demand response service request and passenger pickup): This will be a measure of passengers picked up within 15 minutes of scheduled pickup time and within 30 minutes of scheduled pickup time
- 3) Ride Time (the elapsed time between passenger pickup and drop off): Ride time shall be separated into several ride time categories or as an averaged, as approved by the LTA.
- 4) Reservation Reliability: A percentage measure of reservation trips completed within plus or minus 15 minutes of the recorded reservation time.
- 5) Service Refusals: Measure of the number of service requests refused per service day due to inability to respond at the requested reservation time. Consistent with federal law, there shall be no pattern of service refusals with respect to reservation requests made by individuals possessing valid ADA Paratransit eligibility identification cards.
- 6) No-Show Ratio: A measure of the percent of scheduled trips that are no-shows.

7.4.7 Operations Personnel

The ST Contractor shall provide all management, supervision, training, drivers, dispatchers, clerks, service workers, telephone information operators, and such other personnel necessary to responsibly operate ST services.

For purposes of this Agreement, the terms “employee(s)” and “personnel” shall include individuals employed by subcontractors that perform any of ST vehicle operations or related functions.

7.4.8 Operations Management

The ST Contractor shall provide operations management at a level and capability sufficient to oversee its functions and employees.

The ST Contractor shall designate and provide the services of a Project Manager, subject to the approval of the LTA, who shall provide overall management and supervision of the ST public transportation program under the terms of this Agreement. The Project Manager must have a minimum of five years of experience in demand response transportation operations including at least three years’ supervisory experience. A bachelor’s degree in a related field from an accredited four-year college may substitute for two years of transportation experience and one year of supervisory experience.

The Project Manager shall work cooperatively with the LTA in matters relating to service quality, providing operational and other data as described in this Scope of Work, responding to comments from the LTA, passengers and the general public; and responding to specific requests for other assistance as the need arises. The Project Manager shall be on duty at the ST operations headquarters.

The Project Manager designated for this project will not be replaced without the prior written consent of the LTA. Should the services of the Project Manager become no longer available to the ST Contractor, the resumé and qualifications of not less than three (3) qualified candidates shall be submitted to the LTA for approval as soon as possible, but in no event later than thirty (30) calendar days prior to the departure of

the incumbent Project Manager. The LTA may require an interview of the proposed candidate(s) before an acceptance or rejection decision is made.

At all times, the Project Manager or other employee pre-designated and identified to the LTA to act for the Project Manager, shall be available either by phone or in person to make decisions regarding day-to-day ST operations, including emergency situations, or to provide coordination as necessary, and shall be authorized to act on behalf of the ST Contractor regarding all matters pertaining to this Scope of Work.

7.4.9 Employee Selection and Supervision

The ST Contractor shall be responsible for the employment and supervision of all employees necessary to perform ST operations. The ST Contractor's responsibilities shall include employee recruitment, screening, selection, training, supervision, employee relations, evaluations, retraining and termination.

The ST Contractor shall use appropriate screening and selection criteria in order to employ operations personnel. The ST Contractor shall perform employment, DMV and criminal background checks, pre-employment drug screens and physicals of all employees associated with this agreement and shall undertake the steps necessary to assure all such employees perform their duties in a safe, legal, courteous, and professional manner at all times.

The ST Contractor shall make all reasonable efforts to ensure that employees having contact with the public in the course of the performance of their duties are of good moral character. Any such employee who is convicted of a felony or of a crime involving moral turpitude during the time of his/her employment or has been within eight (8) years prior to his anticipated date of employment shall not be permitted to continue to hold a position of employment involving contact with the general public.

The ST Contractor shall develop, implement and maintain an employee alcohol and substance abuse testing program, subject to LTA approval, for all employees in safety-sensitive positions including personnel engaged in the operation, servicing and control of ST vehicles and equipment. Said program will comply with all applicable requirements as established by the FTA or by other federal or state agencies, including regulations promulgated to implement the Omnibus Transportation Employee Testing Act of 1991, as it may be amended from time-to-time.

The ST Contractor shall at all times comply, and shall require subcontractors to comply, with applicable state and federal employment laws, including Section 1735 of the California Labor Code and Title VI of the Civil Rights Act of 1964, as amended.

The ST Contractor will fully cooperate with the LTA in meeting the legal requirements of the labor protective provisions of Section 13(c) of the Urban Mass Transportation Act of 1964, as amended (49 U.S.C. 1609) and the Section 13(c) Agreements and side letters currently in force and certified by the United States Department of Labor. Changes, including changes in service and any other changes which may adversely affect transit employees, shall be made only after due consideration of the impact of such changes on Section 13(c) protections granted to employees. The ST Contractor shall defend and indemnify the LTA from any and all claims and losses due to the 13(c) consequences of changes not requested by the LTA resulting in Section 13(c) grievances, claims and/or liability.

Nothing in this section shall be construed by either the ST Contractor or the LTA to be in conflict with the language and intent of Section 6.4, Independent Contractor, of the Agreement of which this Scope of Work is a part.

7.4.10 Bilingual (English/Spanish) Personnel

The ST Contractor shall make every effort to recruit bilingual (English/Spanish) personnel for driver, dispatcher, telephone operator, and supervisory positions. A minimum of fifty percent (50%) of operations personnel shall be bilingual and bilingual personnel shall be available during all transportation program operating hours to receive telephone calls from the public and to provide translation for transportation program personnel and passengers.

7.4.11 Training of Drivers and Operations Personnel

The ST Contractor shall develop, implement and maintain a formal training and retraining program that shall be subject to review and approval by the LTA. An outline of the training program, including periodic updates, shall be on file in the offices of the LTA. All drivers, dispatchers, telephone information personnel, and supervisors shall participate in the program.

The ST Contractor shall implement and maintain a specific training and retraining program for all drivers. The program must provide a fixed minimum number of hours of training for new employees, including classroom instruction, behind the wheel training under supervision of a certified instructor, and in-service training. The program shall include, but not necessarily be limited to, instruction covering applicable laws and regulations and defensive driving practices, disabled passenger assistance techniques, accident/incident procedures, radio procedures, ST operating policies and procedures, employee work rules, vehicle safety inspection, equipment care, fueling, charging and maintenance, customer relations and passenger conduct. Drivers shall be trained to operate all types of buses, wheelchair lifts and securement systems, and other equipment that they may be expected to use in performing Specialized Transportation services.

All drivers shall be certified as having completed the ST Contractor's formal training course for new drivers as approved by the LTA and be licensed with a valid California Class B operator's license with appropriate endorsements or certification(s) and medical card. Drivers of transit buses shall possess a Transit Bus Certificate as issued by the State of California Department of Motor Vehicles, pursuant to Section 12804.6 of the California Vehicle Code. Drivers of paratransit vehicles shall possess a California General Public Paratransit Vehicle certificate. Drivers shall meet all applicable requirements as established by the California Highway Patrol.

The ST Contractor shall prepare and furnish a Driver's Manual to the LTA for approval and to all drivers, dispatchers, telephone operators, and supervisors. Contents of the Driver's Manual shall include the following subject areas: fundamentals of customer service; driver's rules; accident/incident policies; radio policies and procedures; fog and inclement weather policy; vehicle inspection, care and maintenance policy and procedures, reporting procedure and pertinent sample forms.

Dispatchers, telephone operators, supervisors and any other personnel who may from time-to-time be assigned to telephone information or reservation lines shall be trained in customer service, customer relations skills, telephone manners, accident/incident procedures, fares, information referrals, bus and demand response schedules and

services. Operations control personnel assigned to scheduling and vehicle dispatching duties shall have a detailed knowledge of applicable procedures and professional techniques.

The ST Contractor shall implement, within ninety (90) days after the start of the contract term, a Spanish-language keyword/key-phrase training and proficiency testing program to assist all operating personnel to learn simple phrases to assist them in communicating fares and directions to Spanish-speaking transit riders.

7.4.12 ST Driver's Responsibilities

ST Drivers will, when requested by the LTA, distribute notices to passengers or otherwise render assistance with the ST customer relations, promotion, marketing, monitoring and supervisory functions. ST Drivers will collect appropriate fares, as determined by the LTA. ST Drivers will verify cash and token fares deposited in the farebox but will not carry revenue. ST Drivers will record ridership counts by passenger category and boarding location in accordance with procedures approved by the LTA.

ST Drivers shall have available at all times during operation of any bus an accurate time piece with active second hand (or digital equivalent), set each day to conform to local telephone system time.

7.4.13 ST Uniforms

ST drivers shall be in uniform at all times while in service or otherwise on duty. At all times ST drivers shall wear a badge that identifies the driver with name, employee number, or both. The ST Contractor shall provide driver's uniforms to its employees. The design, type and logo of the uniforms shall be subject to the LTA's advance approval. While in uniform drivers shall maintain a professional appearance at all times, even when off duty. Drivers in uniform, even when off duty, shall not participate in any activity or purchase any substances that would preclude them from legally operating a bus.

7.4.14 Safety Program

The ST Contractor shall assume full responsibility for assuring that the safety of passengers and operations personnel, and the LTA's vehicles and equipment, are maintained at the highest possible level throughout the term of this Agreement. The ST Contractor shall comply with all applicable California Highway Patrol and OSHA requirements and shall furnish the LTA with copies of annual CHP vehicle/equipment inspections and CHP safety compliance reports, including pull notices.

The ST Contractor shall develop, implement and maintain, in full compliance with California Law, a formal safety and accident prevention program including periodic safety meetings, participation in safety organizations, safety incentives offered by the ST Contractor to drivers and other employees, and participation in risk management activities under the auspices of ST Contractor's insurance carrier or other organization. The ST Contractor shall provide a copy of said Safety Program and subsequent program updates to the LTA.

The ST Contractor shall participate in the State of California Department of Motor Vehicles "Driver Pull Notice Program" for appropriate monitoring of employee driver license activity. The ST Contractor shall require all drivers, control room personnel, and supervisors to participate in the safety program.

7.4.15 Accident, Incident, and Complaint Procedures

A. General Requirements

The ST Contractor shall develop, implement and maintain formal procedures, subject to LTA review and approval, to respond to accidents, incidents, service interruptions, and complaints. Such occurrences to be addressed include, but are not necessarily limited to, vehicle accidents, passenger injuries, passenger disturbances, in service vehicle failures, lift failures of buses in service and demand response vehicles operating more than thirty minutes behind schedule based on reservation times.

Regardless of the type of incident or accident, LTA shall be notified immediately if Contractor becomes aware that members of the media (print, radio, television, on-line) are present at the location of the incident or accident.

B. Incidents

The ST Contractor shall provide specific information to the LTA on all out-of-ordinary incidents arising during the service. Such incidents shall include, but not be limited to, onboard incidents and disputes with or among passengers. The ST Contractor shall notify the LTA immediately after becoming aware of the incidents. Notification shall address the incident and how it was handled and resolved. Unless otherwise requested, written documentation of such notification shall be submitted on a monthly basis. Operators shall notify Dispatch of any illegal actions on the bus or injuries to passengers immediately. Dispatch shall notify the law enforcement agency of the jurisdiction in which the incident or accident took place.

C. Accidents

All traffic accidents involving LTA vehicles, irrespective of injury, shall be reported to the Highway Patrol, local police or sheriff, as appropriate, and then to the LTA. The ST Contractor shall request that the law enforcement agency respond to investigate the accident. The ST Contractor shall furnish the LTA with copies of all accident reports.

The LTA shall be notified by the ST Contractor of all accidents resulting in loss or damage to ST property as soon as possible, but in all cases within 24 hours. In cases involving injury, the ST Contractor shall notify the LTA immediately after appropriate emergency services are contacted.

D. Complaints

Contractor shall address complaints as soon as possible. Initial contact with the complainant shall be made within twenty-four (24) hours of receiving the complaint in person, by telephone or by e-mail. Contractor shall make every reasonable effort within established LTA policies to resolve complaints at its level. Contractor shall immediately report complaints to the LTA that meet the criteria listed below, as such criteria may be amended by the LTA from time to time:

- Complaints that cannot be resolved at Contractor level.
- Complaints that can be mitigated through timely actions only by LTA staff.
- Complaints by individuals that indicate they plan to complain to LTA staff, elected officials or the Federal Transit Administration.

Contractor shall prepare written reports on all complaints received in a format specified by the LTA. At a minimum, written reports on complaints shall be submitted to LTA weekly.

Requests for services not currently provided by ST or CE shall be recorded and reported with complaints in a format specified by the LTA.

E. Reporting Service Interruptions

Contractor shall report to LTA in-service vehicle failures, lift failures of buses in service and demand response vehicles operating more than thirty minutes behind schedule, based on reservation times, in a time and manner specified by the LTA. At a minimum, these items shall be recorded and reported to the LTA weekly in a written format specified by the LTA. The activities required to be reported and the format in which they are reported is subject to change at LTA's discretion.

7.4.16 Vehicle Control and Scheduling

The ST Contractor shall implement and maintain an effective vehicle control system to maintain radio or telephone contact with all vehicles in service so as to provide supervision and guidance to vehicle operators, and respond to mechanical breakdowns, accidents and incidents in a timely and responsible manner consistent with industry practice.

The ST Contractor shall utilize a systematic method to schedule and transport ST passengers. The scheduling method shall integrate all demand for service into efficient vehicle tours that maximize productivity and assure service quality at levels prescribed in this Scope of Work.

7.4.17 Operations Headquarters

The ST Contractor shall be responsible for acquiring an operations headquarters that shall provide office space for the Project Manager and Dispatch staff. The office space shall be ADA accessible and be located within the City of Hollister.

The ST Contractor shall provide and maintain operations and control room furnishings and equipment required to provide ST services. The ST Contractor shall provide and maintain computers, telephones, phone lines, maps, information boards, official time clock, desks, tables, chairs, and other office equipment as may be appropriate.

The ST Contractor shall be responsible for providing custodial services for the ST Contractor occupied areas. These services will be performed at a minimum of twice a week. The ST Contractor shall also be responsible for providing cleaning and maintenance supplies for custodial services.

7.4.18 Telephone Reservation and Information System

The ST Contractor shall acquire a telephone system and respond to incoming calls from ST patrons for the purposes of requesting service information and demand response service or reservations. The ST Contractor shall advise the LTA if call volume appears to exceed phone line capacity to respond to incoming calls with a minimum of busy signals. The ST Contractor shall coordinate with the LTA annually or more frequently, if necessary, to monitor and evaluate call volume and the need for additional phone lines.

The ST Contractor shall install and maintain at the ST Contractor's expense, separate telephone line(s) for business office, email accounts, internet or other calls. The ST Contractor shall make special efforts to respond to telephone service and information requests from hearing-impaired ST patrons. The ST Contractor may provide TDD equipment for communications with hearing-impaired patrons or use the California Relay Service.

7.4.19 Fares and Fare Collection

All fares of any kind or character to be paid by ST patrons shall be established by the LTA. The ST Contractor shall request each patron pays the appropriate fare prior to being provided transportation service. All cash fares will be paid by patrons in the exact amount due for their appropriate fare classification. Fares shall be deposited by patrons into the fareboxes provided by the LTA in each vehicle. The ST Contractor shall collect or otherwise process, in the manner directed by the LTA, all non-cash fares (vouchers, transfers, passes and the like). All fares collected are the sole property of the LTA. The LTA may allocate the fares to the ST contractor.

In the event a farebox requires repair or replacement, the ST Contractor will immediately have the LTA repair and/or exchange the broken farebox to ensure that regular service is not interrupted. Any transfer of revenue will be done in a secure fashion in accordance with the ST Contractor's policies and procedures. All incidents of farebox malfunction shall be reported to the LTA within 24 hours.

7.4.20 Fare Revenue Processing

The ST Contractor shall process fares under dual custody at all times. When not in dual custody fares shall be stored in a vault or other highly secure, lockable container. Fares shall be counted utilizing dual custody in a room that is observable by supervisory staff either directly or by closed circuit television. Contractor shall reconcile fare revenues to passenger activity in a process approved by LTA. All fare accounting shall be in accordance with procedures to be proposed by the ST Contractor and subject to LTA approval. At least once each week, or more frequently if so directed by the LTA, the ST Contractor shall deposit fare revenue at a banking institution as directed by the LTA and submit deposit receipts to the LTA weekly. Reports on the revenues collected and deposited shall be provided to the LTA on a weekly basis. The LTA reserves the right to audit fare revenue collection and accounting at reasonable times without prior notification to the ST Contractor.

7.4.21 Books, Record, Reports, and Inspection

The ST Contractor shall maintain all books, records, documents, accounting ledgers, and similar materials relating to work performed for the LTA under this Agreement on file for at least three (3) years following the date of final payment to the ST Contractor by the LTA. Original documents or certified copies shall be maintained locally at a place that shall be subject to the LTA's approval. Any duly authorized representative(s) of the LTA shall have access to such records for the purpose of inspection, audit and copying at reasonable times, during the ST Contractor's usual and customary business hours. Further, any duly authorized representative(s) of the LTA shall be permitted to observe and inspect any or all of the ST Contractor's facilities and activities during the ST Contractor's usual and customary business hours for the purposes of evaluating and judging the nature and extent of the ST Contractor's compliance with the provisions of this Agreement. In such instances, the LTA's representative(s) shall not interfere with or disrupt such activities.

The ST Contractor shall collect, record, and report to the LTA on a monthly basis all accounting data for the ST operation in accordance with Section 99243 of the California Public Utilities Code, as is now in force or may hereafter be amended. All worksheets and detail information used to prepare these reports shall be available upon request.

The ST Contractor shall collect, record, and report all operational data required by the LTA in a format approved by the LTA. Such data shall include, but not be limited to, data required under Section 99247 of the California Public Utilities Code, as is now in force or may hereafter be amended, passenger count data by fare and demographic category, vehicle hours, vehicle miles, vehicle revenue hours, vehicle revenue miles, passengers per hour, wheelchair boardings, missed trips, accidents and incidents, complaints and compliments, demand service requests refused, and passenger no-shows.

Information concerning vehicle activity shall be collected daily on the driver's log, route driver's report, dispatch log, and/or other forms as developed by the ST Contractor and approved by the LTA, and shall be summarized daily on the Daily Operations Summary. Daily vehicle activity data shall include, by individual vehicle, the number of passengers, wheelchair boardings, pick-up and drop-off times for demand response, mileage, and revenue. Dispatch records must show times for receipt of service requests, pick up assignment made, actual pick up, variance between promised and actual pick up times, actual drop off time, and total time between pick up and drop off.

The Daily Operations Summary shall be compiled into weekly, monthly, quarterly and annual reports; and shall provide data according to the individual routes, modes and total system. Individual totals shall be provided for peak hour services, weekdays and, if needed, evenings, Saturdays.

In addition to statistical data, Monthly Reports shall summarize the employee safety program and training activities, employee turnover, and other information as may be requested from time to time.

Project Manager shall compile and submit monthly reports, which shall be submitted to the LTA no later than the tenth (10) calendar day of the following month, comprised of the following:

- Transmittal Letter
- Ridership
- Revenue Service Hours
- Revenue Service Miles
- Fares Collected
- Number of Service Days
- Lift-Assisted Trips
- Turn Downs
- No Shows
- Cancellations
- Employee Hours
- Monthly Fuel Usage

- Summary of Ride Checks
- Summary of Accidents
- Summary of Incidents
- Summary of Wait Time
- Summary of Ride Time
- Summary of Road Calls

7.4.22 System Promotion

The ST Contractor shall not be responsible to undertake or fund any advertising or promotional activities on behalf of the LTA. The ST Contractor shall, however, cooperate with the LTA in any such activities initiated by the LTA by making available needed equipment and personnel at no cost or expense to the LTA. The ST Contractor also shall dispense the LTA information publications, respond to patron requests for information, act as a liaison and provider of system promotion information with and to community agencies and groups, and do all other things requested by the LTA to assist and support the LTA's advertising and public information efforts. The ST Contractor shall ensure that sufficient quantities of passenger information materials are maintained and appropriately organized and displayed on each revenue vehicle at all times.

7.4.23 System Recommendations

The ST Contractor shall continually monitor ST operations, facilities and equipment and shall, from time-to-time and as warranted, advise the LTA and make recommendations to it upon observed deficiencies and needed improvements. The LTA shall retain all authority, however, to make determinations and to take action on such recommendations.

7.4.24 Route Planning and Schedule Coordination

The ST Contractor will provide the LTA with information to contribute to short and long-range planning and will collect data and perform miscellaneous surveys to be used in assimilating information needed to successfully monitor the service and clients and to respond to any and all reporting requirements. The ST Contractor will assist transit planning staff at the LTA in service planning. Contributions may include mileage, vehicle, and any other resource requirements needed to implement new or modified service. This information may be used in budget preparation, planning, and in making transit presentations to the LTA, city, county, state, and federal agencies.

7.4.25 Holiday Service

Service will not be provided on New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and the day after, or Christmas Day, unless otherwise directed by the LTA to the ST Contractor in writing at least 30 days prior to the required day of service.

7.4.26 Service Interruption

In the event of a service interruption of any kind, the ST Contractor shall ensure that appropriate action is taken to mitigate the situation. In general, it is at the ST Contractor's discretion how to mitigate such events.

The ST Contractor shall provide a contingency plan in the event of a work stoppage by employees and/or in the event of lack of operators, supervisors, or maintenance

personnel, in order to maintain and provide on-time bus service and acceptable performance standards to the LTA.

The ST Contractor shall inform the LTA regarding any route problems, delays, detours, or vehicle breakdowns. Incidents/accidents that cause a major service interruption, severe injuries, or media attention shall be reported to the LTA as soon as reasonably possible. When normal routing or service is resumed, all service interruptions or detours must be reported to the LTA.

7.5 CE and ST Contractor Duties and Responsibilities on LTA-Owned Vehicles

All Contractors shall perform the duties and accept the responsibilities set forth below in connection with use of LTA vehicles and equipment.

7.5.1 LTA Vehicles and Equipment

By execution of the contract for management and operations services, of which this Scope of Work is a part, the Contractor shall acknowledge receipt of the vehicles and equipment listed in Appendix C, and that each and every item has been received in good working condition. In the event the LTA provides the Contractor with additional buses and/or equipment at future times, Appendix C shall be amended as set forth in Agreement Section 6.6.2, Minor Changes. Upon termination of the contract, the Contractor shall return all the LTA-owned equipment absent any damage, less reasonable wear and tear.

All LTA provided vehicles and equipment shall be used by the Contractor to perform the services as required in this Scope of Work. Use of LTA vehicles and equipment that is not directly related to passenger pickups and emergency road-calls is strictly prohibited. The Contractor shall comply with all applicable federal statutes and regulations in connection with radio system use.

7.5.2 Daily Vehicle Inspection and Servicing

The Contractor shall perform daily vehicle servicing on all LTA vehicles used in revenue service. Daily vehicle servicing shall include, but not be limited to, fueling or charging; checking and, if necessary, adding engine oil and/or coolant; farebox vault pulling and replacement; wheelchair lift check; brake check; light and flasher check; interior sweeping and dusting; graffiti removal, exterior and interior visual inspection; and driver's report of vehicle safety, reliability, or performance defects, including climate control mechanisms. The Contractor shall develop, implement and maintain a written checklist, which shall be subject to the LTA's approval, of items included in the daily servicing of each vehicle. The checklist will be utilized and kept on file for the LTA's and California Highway Patrol's review. This checklist requirement may incorporate or supplement CHP required driver's pre-trip safety inspections.

In addition to the checklist, the Contractor shall complete and submit a work order to the LTA's maintenance staff describing vehicle defects requiring fleet maintenance inspection or repair. Contractor must report directly to the LTA to ensure that defects noted in driver vehicle inspections are being repaired and not deferred for an unreasonable length of time. Preventative maintenance and vehicle repairs are performed by the LTA mechanics. The Contractor is responsible for reported vehicle conditions requiring repairs to the LTA mechanics in compliance with required General Maintenance Standards.

All daily vehicle inspection checklists and work orders shall be submitted to LTA maintenance staff at the end of each operating day in a manner to be determined by the LTA.

ST Contractor shall review DVI's daily to ensure that repairs have been made as requested and specific repair requests are not being repeated.

7.5.3 Vehicle Cleaning

The Contractor shall maintain LTA vehicles in a clean and neat condition at all times. A bus cleaning and washing log shall be maintained and furnished to the LTA on a monthly basis. At the initial pullout each day the vehicles shall be clean inside and out. The interior of all vehicles shall be kept free of litter and debris to the maximum practicable extent throughout the operating day. Vehicles shall be swept and dusted daily. Interior panels, windows, and upholstery shall be cleaned of marks as necessary. The interiors of all vehicles shall be thoroughly washed at least twice per week (or more often to maintain a clean, sanitary interior), including all windows, seats, floor, stanchions and grab rails. All foreign matter such as gum, grease, dirt and graffiti shall be removed from interior surfaces during the interior cleaning process. Any damage to seat upholstery shall be immediately repaired or reported to the LTA maintenance staff upon discovery.

Exteriors of all LTA vehicles shall be washed as required to maintain a clean, inviting appearance and in no event less than once per week. Exterior washing shall include bus body, all windows and wheels. Rubber or vinyl exterior components such as tires, bumper fascia, fender skirts and door edge guards shall be cleaned and treated with a preservative at least once per month, or as necessary to maintain an attractive appearance. Graffiti shall be removed as soon as is practical after it is detected, and in no case shall a vehicle be returned to service prior to the graffiti being removed. Buses shall be kept free of vermin and insects at all times. The Contractor shall exterminate all vermin and insects from all vehicles immediately upon their discovery, utilizing safe and non-hazardous materials.

The Contractor shall promptly report all vehicle defects to LTA's maintenance staff upon discovery.

7.5.4 Vehicle and Equipment Repair Due to Collision, Vandalism, or Abuse

CONTRACTOR shall be responsible for the cost of all repairs to LTA vehicles and equipment, regardless of the party found to be at fault for the damage, to correct loss or damage due to collision, vandalism, theft, abuse or as the result of Contractor filling a vehicle fuel tank with improper fuel, if such damage occurred while the vehicle was under CONTRACTOR's care and control. If LTA determines that vehicle or equipment loss or damage occurred while under CONTRACTOR's care and control, LTA will notify CONTRACTOR and will complete the repairs or have the repairs completed by a third party, and the cost of said repairs shall be deducted from payments due CONTRACTOR. Alternatively, LTA may, at its discretion, direct CONTRACTOR to expeditiously affect repairs. Repairs undertaken by CONTRACTOR shall be completed to LTA's satisfaction. If any repairs undertaken by Contractor are not satisfactory to LTA, at its sole discretion LTA may allow CONTRACTOR an opportunity to correct the repair to LTA's satisfaction at CONTRACTOR's cost, or LTA may arrange for repairs itself and bill CONTRACTOR for the full cost of the repairs.

The Contractor shall promptly report vehicle damage to the LTA fleet maintenance staff. Should the LTA determine unreported vehicle or equipment damage is the responsibility of the Contractor, it shall notify the Project Manager or other designated on-site Contractor representative. As soon as is practicable, but in all cases within 24 hours after notification, the Contractor representative shall review the damage. The LTA shall then complete the work, document the repair or replacement on a work order, and the Contractor shall be responsible for the cost of repairs in accordance with the provisions of the Agreement.

7.5.5 Roadcalls and Towing

The LTA fleet maintenance staff will respond to roadcalls to assist with disabled vehicles upon request by the Contractor. The Contractor shall adhere to the following procedures in making roadcalls:

The Driver shall notify the Dispatch Office of the location and problem(s) with the vehicle. The driver shall make every attempt to park the vehicle in a safe location that does not block pedestrian or vehicle traffic.

Dispatch notifies the LTA maintenance staff and forwards the information. Unless otherwise approved by LTA, a backup vehicle shall be dispatched to continue the affected route service.

The LTA maintenance staff will go on site to assess the situation. Maintenance will determine if the vehicle can be repaired on site or if it should be towed into the yard. Under no circumstances should a vehicle be left unattended.

In the event LTA maintenance staff is unavailable when first contacted, the dispatcher shall repeat attempts to contact staff up to 90 minutes prior to the scheduled closing of the dispatch office.

If LTA maintenance staff is still unavailable 90 minutes prior to the close of dispatch, the dispatcher on duty shall request towing service to return the vehicle to the LTA's maintenance facility at 3240 Southside Road, Hollister, California 95023. The dispatcher shall also notify the LTA of this course of action.

A vehicle shall not be left unattended overnight unless specific authorization is given by the LTA staff. In the event that a vehicle will be left unattended, the Contractor shall notify the appropriate law enforcement agency for the area in which the vehicle will be left. In such cases the driver shall secure the vehicle and remove all valuables.

After-Hours Roadcalls: When a situation occurs outside of standard Maintenance and Administration work hours, the Dispatcher shall attempt to contact LTA's Executive Director at the LTA office. If the Executive Director cannot be contacted there, the Dispatcher is authorized to contact the Executive Director at home. If unable to contact the Executive Director, the Dispatcher shall contact LTA's Transit Manager and seek direction in this situation. Written direction from the LTA may supersede this directive.

If the roadcall is determined by the LTA to be caused by collision, vandalism, abuse, or Contractor employee error, then the cost of the roadcall shall be deducted from payment to the Contractor in accordance with the provisions of the contract.

7.5.6 Vehicle Delivery

The Contractor shall provide the delivery of vehicles to the LTA-designated suppliers for repair and servicing as requested by the LTA maintenance staff. The Contractor

shall deliver vehicles as quickly as practicable, but, in any case, within five (5) working days following any LTA request. Except when delivery is required to repair damage as described in Section 6.8.1, Contractor shall be entitled to reimbursement for vehicle delivery expenses as specified in the Agreement.

7.5.7 Vehicle Fueling and Charging

Revenue vehicles shall be fueled or charged by Contractor at LTA's fueling facility. LTA shall be responsible for the actual cost of the fuel or electricity. The Contractor shall be responsible for fueling or charging each vehicle with the type of fuel intended to be used for the type of engine or motor in the vehicle. The Contractor shall reimburse the LTA for the cost of repairs to vehicles fueled by the Contractor with improper fuel. The Contractor shall adhere to any and all accounting, administrative and operating procedures required by the LTA in connection with fueling operations. The Contractor shall record all fueling and charging activities by fuel type and submit a summary of such activities on the monthly report.

The cost of fuel or electricity and charging or fueling of non-revenue vehicles shall be CONTRACTOR's responsibility. Non-revenue vehicles shall not be fueled at LTA's fueling facility.

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Exhibit B to Agreement: Federal Contract Clauses

Parties referenced in the following clauses are defined as:

"Awarding Agency" is the San Benito County Local Transportation Authority (LTA)

"PROJECT" is the Agreement for Operation of Transit Services with the LTA

"CONTRACTOR" is the third-party vendor who has entered into the Agreement for Operation of Transit Services with the LTA

"Subagreements" are agreements made between the CONTRACTOR and any subcontractors to facilitate the accomplishment of this third-party contract

1. 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 money 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. 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.

2. 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.

3. 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.

4. 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.

5. 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.

6. 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.

7. 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.

8. 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 may issue.

B. Nondiscrimination. The CONTRACTOR, with regard to the work performed by it during the contract term shall act in accordance with Federal Law. 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.

9. 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.

10. 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.

11. 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 exceeds the threshold for small purchases (currently \$100,000.00). 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.

12. 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.

13. 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.

14. 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.

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

A. Shipments by Ocean Vessel. For third-party contracts 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.

16. Charter Service Operations

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.

17. School Bus Operations

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.

18. Drug and Alcohol Program

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 February 15th and to submit the Management Information System (MIS) reports before February 15th to LTA, 330 Tres Pinos Road, Suite C7, Hollister, CA 95023. 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.

19. 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.

20. 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.

21. 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.

22. Contract Work Hours and Safety Standards Act

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 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

23. 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 Contract 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.

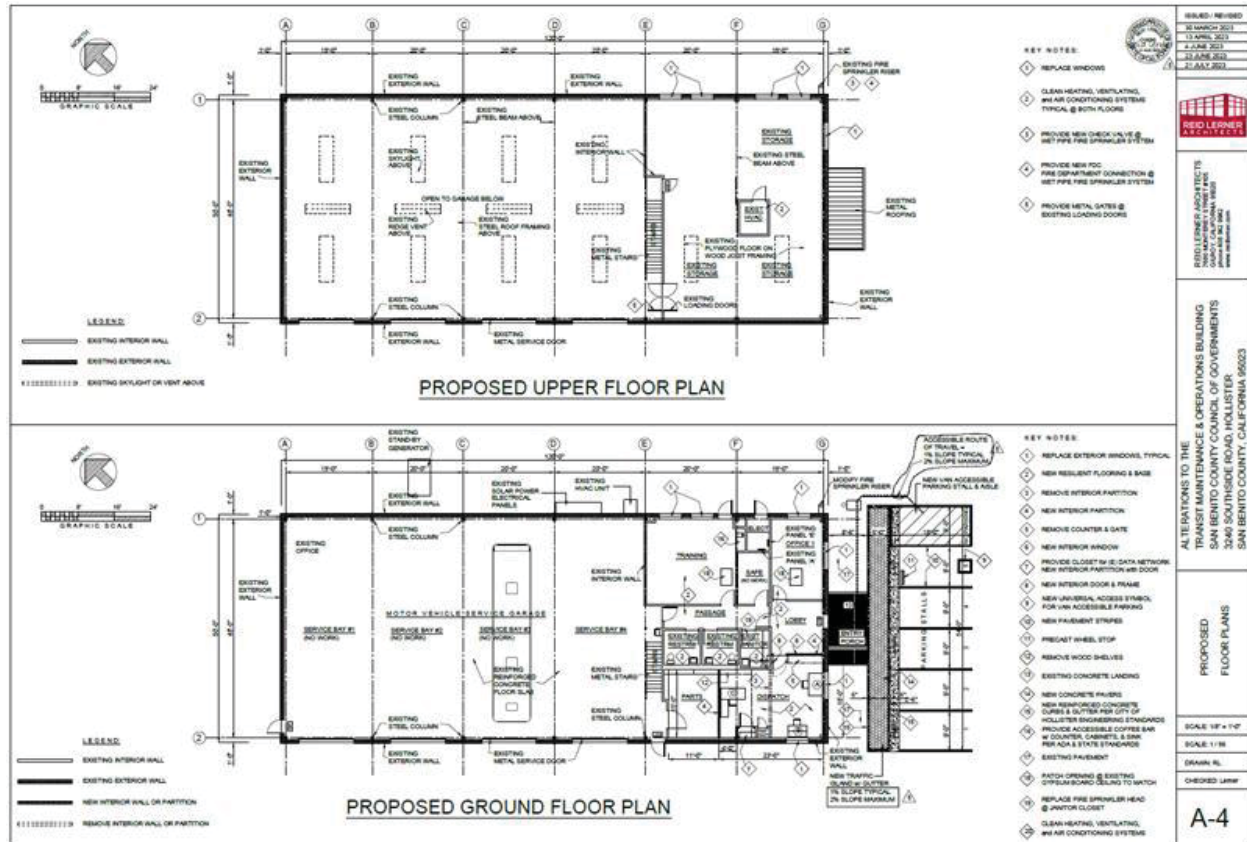
B. The CONTRACTOR also agrees to include the applicable requirements in each Subagreement involving transit operations financed in whole or in part with federal assistance provided by the FTA.

Exhibit C to Agreement: LTA Vehicle, Facility, and Equipment List

County Express and Specialized Transportation Vehicles

Number	Service	Last 5 VIN	Make, Model	Number Seats	Fuel
61	County Express	59589	2013 Glaval Universal	12A/2WC	Gas
64	County Express	M1409	2013 Glaval Freightliner	28A/3WC	Diesel
65	County Express	55154	2016 Glaval Universal	16A/2WC	Gas
66	County Express	55136	2016 Glaval Universal	16A/2WC	Gas
67	County Express	55144	2016 Glaval Universal	16A/2WC	Gas
68	County Express	55140	2016 Glaval Universal	12A/2WC	Gas
69	County Express	C3099	2016 Glaval Legacy	32A/2WC	Diesel
70	County Express	C3100	2016 Glaval Legacy	32A/2WC	Diesel
71	County Express	02737	2018 Starcraft Allstar	12A/2WC	Gas
72	County Express	04298	2018 Starcraft Allstar	12A/2WC	Gas
73	County Express	02743	2018 Starcraft Allstar	12A/2WC	Gas
74	County Express	63766	2020 Glaval Universal	16A/2WC	Gas
75	County Express	K3583	2020 Glaval Legacy	28A/2WC	Diesel
76	County Express	61325	2020 Glaval Universal	16A/2WC	Gas
77	County Express	60715	2020 Glaval Universal	16A/2WC	Gas
78	County Express	60717	2020 Glaval Universal	16A/2WC	Gas
79	County Express	10886	2021 Glaval Universal	16A/2WC	Gas
80	County Express	10873	2021 Glaval Universal	16A/2WC	Gas
81	County Express	D0066	2022 Glaval Legacy	28A/2WC	Diesel
738	County Express	62867	2013 Starcraft Allstar	16A/2WC	Gas
735	Specialized Transportation	84647	2010 Glaval	16A/2WC	Gas
736	Specialized Transportation	96624	2010 Braun Entervan	5A/1WC	Gas
737	Specialized Transportation	61432	2013 Eldorado	5A/1WC	Gas
740	Specialized Transportation	63759	2020 Glaval Universal	16A/2WC	Gas
741	Specialized Transportation	01097	2019 Braun Entervan	5A/1WC	Gas
742	Specialized Transportation	74327	2021 Starcraft Allstar	16A/2WC	Gas
63	Specialized Transportation	17477	2013 Braun Entervan	5A/1WC	Gas

County Express Facility Floor Plan



County Express and Specialized Transportation Radio Equipment

County Express and Specialized Transportation: Kenwood NX-700 base station with "push-to-talk" radios in each vehicle with automatic digital ID feature.

County Express Only: Vehicle location and tracking software using "push-to-talk" GPS location via Google Maps. Software allows remote monitoring capability for emergency situations.

County Express RouteMatch Dispatching Software and Hardware

Software: Paratransit Data Management Modules

- Admin/Settings Module
- Customers Module
 - Data Import
- Funding Sources Module
- Addresses Module
- Trips Module
- Scheduling Module
- Dispatching Module
- Services
 - Billing Module
- RouteMatch Billing Engine
- Verification Module
- Reporting Module
- Drivers Module
- Vehicles Module
- Mobile Data System Module

Hardware

Quantity	Description	
20	Samsung Galaxy Tab A7 Lite, 8.7 inch	
One (1)	Dell Optiplex 3010	
	Processor	3rd Gen Intel Core i5-3470
	Memory	8GB RAM
	Video Card	Intel 174, Integrated Graphics
	Speakers	AX510 Black Sound Bar
	Monitor	Dell Professional P2412H 24-inch Widescreen Flat Panel
	Operating System	Windows 7 Professional
	Software	Microsoft Office Professional 2010
	Keyboard	Dell Multimedia with Hot Keys
	Mouse	Dell MS111 USB Optical
One (1)	Dell Optiplex 9020	
	Operating System	Windows 10 Pro
	Processor	Intel Core i7-4770 CPU
	Video Card	Intel HD 4600, Integrated Graphics
	Memory	16GB RAM
	Power Supply	Dual, Redundant Power Supply
	Speakers	AX510 Black Sound Bar
	Monitor	Dell Professional P2412H 24-inch Widescreen Flat Panel
	Keyboard	Smart Card Reader USB
	Mouse	Silver Storm Optical

8 APPENDICES

Appendix A (Forms to be submitted with Proposal)

Form A-1, A-2, A-3: Price Proposal
Form A-4: Operating Cost Detail Form
Form A-5: Start Up Cost Detail Form
Form A-6: Labor Wages
Form A-7: Labor Benefits

Appendix B (Forms to be submitted with Proposal)

Form B-1: DBE Participation
Form B-2: Non-Collusive Affidavit
Form B-3: Eligible Bidder Certificate
Form B-4: Certification of Primary Participant Regarding Debarment, Suspension, and Other Responsibility Matters
Form B-5: Certification of Lower Tier Participants Regarding Debarment, Suspension, and Other Ineligibility and Voluntary Exclusion
Form B-6: Certification of Restriction on Lobbying
Form B-7: Buy America Certificate
Form B-8: Acknowledgement of Addenda

Appendix C: LTA Vehicle, Facility, and Equipment List (This Appendix will be referenced as Exhibit C in the final Scope of Work)

Appendix D: Future Capital and Planning Projects

Appendix E: Protest Procedures

Appendix F: Sample CE and ST Reports

CE Monthly Report
ST Monthly Report
CE/ST Section 5310 Report

Appendix G: County Express Operations Personnel Wages

Appendix H: Collective Bargaining Agreement

Appendix I: Specialized Transportation Operations Personnel Wages

Appendix J: Definitions of Acronyms and Terms

Appendix A (Forms to be submitted with Proposal)

Form A-1: Price Proposal County Express

Form A-1

COUNTY EXPRESS

Price Proposal

Name of Proposing Firm

Provide a proposed fixed monthly rate plus a rate per revenue vehicle hour for the operation of County Express service in compliance with the Agreement and Scope of work shown in **Section 7** . Form must be fully completed for the entire proposal to be deemed responsive.

Estimated Annual Revenue Vehicle Hours (RVH) **32800**

Rates	Base Year 1	Base Year 2	Base Year 3	Option Year 1	Option Year 2
Fixed Rate per Month					
Alternative Fixed Rate (not to be used in calculation below)					
Rate Per Revenue Vehicle Hour (RVH)					
Annual Costs	Base Year 1	Base Year 2	Base Year 3	Option Year 1	Option Year 2
Fixed Rate per Month multiplied by 12 months					
Rate per RVH Multiplied by Estimated Annual RVH					
Total Annual Cost (Fixed Monthly Rate Cost + RVH Based Cost)					

Name of Submitting Firm: _____

Name and Title of Authorized Signer: _____

Signature of Authorized Signer: _____

Date: _____

Total Cost for 5 Years (3
Base Years + 2 Option
Years)

\$ -

Form A-2: Price Proposal Specialized Transportation

Form A-2

SPECIALIZED TRANSPORTATION

Price Proposal

Name of proposing firm

Provide a proposed fixed monthly rate plus a rate per revenue vehicle hour for the operation of Specialized Transportation service in compliance with the Agreement and Scope of work shown in **Section 7**. Form must be fully completed in order for the entire proposal to be deemed responsive.

Estimated Annual Revenue Vehicle Hours (RVH) 6,700

Rates	Base Year 1	Base Year 2	Base Year 3	Option Year 1	Option Year 2
Fixed Rate per Month					
Rate Per Revenue Vehicle Hour (RVH)					
Annual Costs	Base Year 1	Base Year 2	Base Year 3	Option Year 1	Option Year 2
Fixed Rate per Month multiplied by 12 months					
Rate per RVH Multiplied by Estimated Annual RVH					
Total Annual Cost (Fixed Monthly Rate Cost + RVH Based Cost)					

Name of Submitting Firm:

Name and Title of Authorized Signer:

Signature of Authorized Signer:

Date:

Total Cost for 5 Years (3 Base Years + 2 Option Years)

\$

-

Form A-3: Price Proposal Combined County Express and Specialized Transportation

Form A-3

COMBINED OPERATION OF CE & S

Price Proposal

Name of proposing firm

For the combined operation of CE and ST, provide a proposed fixed monthly rate to operate both services, a rate per revenue vehicle hour for CE and a separate rate per revenue vehicle hour for ST. The combined operation of CE and ST shall be in compliance with the Agreement and Scope of work shown in **Section 7**.

Form must be fully completed in order for the entire proposal to be deemed responsive.

Estimated Annual Revenue Vehicle Hours (RVH)	CE= 32800	ST= 6700
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Rates	Base Year 1	Base Year 2	Base Year 3	Option Year 1	Option Year 2
Fixed Monthly Rate for operation of both CE and ST					
Alternative Fixed Rate (Not be used in calculation below)					
Rate Per Revenue Vehicle Hour (RVH)for CE Service					
Rate Per Revenue Vehicle Hour for ST Service					
Annual Costs	Base Year 1	Base Year 2	Base Year 3	Option Year 1	Option Year 2
Fixed Rate per Month multiplied by 12 months					
CE Rate per RVH Multiplied by Estimated Annual CE RVH					
ST Rate per RVH Multiplied by Estimated Annual ST RVH					
Total Annual Cost (Fixed Monthly Rate + Hours Based Cost)					

Name of Submitting Firm:

Name and Title of Authorized Signer:

Signature of Authorized Signer:

Date:

Total Cost for 5 Years (3
Base Years + 2 Option
Years)

\$ -

Form A-4: Operating Cost Detail Form

Form A-4: Operating Cost Detail Form

Form A-4

DETAILED COSTS FOR: (Enter CE, YF or Combined)

Name of Proposing Firm:

Cost Items	Base Year 1			Base Year 2			Base Year 3		
	FIXED	Hours-Based**	TOTAL	FIXED	Hours-Based	TOTAL	FIXED	Hours-Based	TOTAL
Personnel Expenses (Personnel)									
A. Management:									
1. General Manager									
2. Operations Manager									
3. Training/Safety Manager									
B. Other Management (Provide Staff Position Details)									
1. <input type="text"/>									
2. <input type="text"/>									
C. Customer Service Supervisor									
D. Customer Service Rep.									
E. Administrative/Clerical Support									
1. <input type="text"/>									
2. <input type="text"/>									
F. Bus Operators									
G. Dispatchers									
H. Supervisors									
I. Training									
J. Non-Driving Supervisor									
K. Bus, Van, & Vanpool Operator									
L. Other Labor (Provide Staff Position Details)									
1. <input type="text"/>									
2. <input type="text"/>									
M. Bonus/Employee Incentive (Provide Detail)									
1. <input type="text"/>									
2. <input type="text"/>									
Subtotal									
Personnel Expenses (Vehicle Operator)									
A. Management:									
1. General Manager									
2. Operations Manager									
3. Training/Safety Manager									
B. Other Management (Provide Staff Position Details)									
1. <input type="text"/>									
2. <input type="text"/>									
C. Customer Service Supervisor									
D. Customer Service Rep.									
E. Administrative/Clerical Support									
1. <input type="text"/>									
2. <input type="text"/>									
F. Bus Operators									
G. Dispatchers									
H. Supervisors									
I. Training									
J. Non-Driving Supervisor									
K. Bus Operator									
L. Other Labor (Provide Staff Position Details)									
1. <input type="text"/>									
2. <input type="text"/>									
M. Bonus/Employee Incentive (Provide Detail)									
1. <input type="text"/>									
2. <input type="text"/>									
Subtotal									
Personnel Expenses (Other)									
A. Professional Services									
B. Other Services (Provide Detail)									
1. <input type="text"/>									
2. <input type="text"/>									
Subtotal									
Personnel Expenses (Other)									
A. Telephone and Internet									
B. Office Supplies									
C. Other (Provide Detail)									
1. <input type="text"/>									
2. <input type="text"/>									
Subtotal									
Personnel Expenses (Other)									
A. Member's Compensation/Employee Liability									
B. Compensation General Liability									
C. Automobile Liability (Revenue & Non-Revenue Vehicles)									
D. Automobile Physical Damage (Revenue & Non-Revenue Vehicles)									
E. Other Insurance Premiums (Provide Detail)									
1. <input type="text"/>									
2. <input type="text"/>									
Subtotal									
Personnel Expenses (Other)									
A. Corporate Taxes									
B. Licenses									
C. Permits									
D. Other Fees, License & Permits (Provide Detail)									
1. <input type="text"/>									
2. <input type="text"/>									
Subtotal									
Personnel Expenses (Other)									
A. Non-Revenue Vehicle Cost									
B. Other Equipment (Provide Detail)									
1. <input type="text"/>									
2. <input type="text"/>									
3. <input type="text"/>									
4. <input type="text"/>									
5. <input type="text"/>									
Subtotal									
Personnel Expenses (Other)									
A. Advertising Signs & Subscriptions									
B. Publications									
C. Employee Uniforms									
D. Employee Recruitment									
E. Non-Revenue Vehicle Fuel									
F. Non-Revenue Vehicle Maintenance									
G. Field Communications									
H. Employee Monitoring									
I. Cell Phone Plan									
J. Other (Provide Detail)									
1. <input type="text"/>									
2. <input type="text"/>									
3. <input type="text"/>									
Subtotal									
Personnel Expenses (Other)									
A. Corporate Overhead and Allocations									
B. Profit									
Subtotal									
TOTAL COSTS									

Form A-5: Start-up Cost Detail Form

Name of Proposing Firm:

START-UP COSTS FOR OPTION:

Enter CE, ST or Combined

THIS FORM SHOULD REFLECT ALL START-UP COSTS. IDENTIFY THE COST FOR EACH OF THE FOLLOWING COMPONENTS AND DESCRIBE ANY COST THAT IS INCLUDED IN THE 'MISCELLANEOUS EXPENSE SECTION UNDER 'START UP COSTS'

<u>Item</u>	<u>Proposed start-up cost CE</u>	<u>Proposed start-up cost ST</u>
Utilities/Telephone		
Office supplies		
Operator uniforms		
Relocation costs		
Training costs		
Wage/benefit costs		
Insurance		
Inventory set-up costs		
Leasehold improvements		
Corporate support/profit		
Other miscellaneous costs (describe)		
1		
2		
3		
Recruitment advertising		
Recruitment bonuses		
Outside trainer lodging/travel		
TOTAL *	\$0	\$0

Form A-6: Labor Wages

LABOR WAGES FOR: <input type="text"/>		Name of Proposing Firm					
		Enter CE, SF or Combined					
FULL TIME LABOR WAGES		No. of FTE's	Lowest Wage	Highest Wage	Eligible For Medical Insurance Y/N	Eligible for Dental/Vision	Eligible for 401K Y/N
A	Management:						
1	General Manager						
2	Operations Manager						
3	Training/Safety Manager						
B	Other Management (Provide Staff Position Detail)						
1							
2							
C	Customer Service Supervisor						
D	Customer Service Rep.						
E	Administrative/Clerical Support						
1							
2							
F	Bus Operators						
G	Dispatchers						
H	Supervisors						
I	Training						
J	Bus Cleaning Supervisor						
K	Bus Cleaner						
L	Other Labor (Provide Staff Position Detail)						
1							
2							
M	Bonus/Employee Incentive (Provide Detail)						
1							
2							
PART TIME LABOR WAGES		No. of FTE's	Lowest Wage	Highest Wage	Eligible For Medical Insurance Y/N	Eligible for Dental/Vision	Eligible for 401K Y/N
A	Management:						
1	General Manager						
2	Operations Manager						
3	Training/Safety Manager						
B	Other Management (Provide Staff Position Detail)						
1							
2							
C	Customer Service Supervisor						
D	Customer Service Rep.						
E	Administrative/Clerical Support						
1							
2							
F	Bus Operators						
G	Dispatchers						
H	Supervisors						
I	Training						
J	Bus Cleaning Supervisor						
K	Bus Cleaner						
L	Other Labor (Provide Staff Position Detail)						
1							
2							

Form A-7: Labor Benefits

Form A-7

LABOR BENEFITS FOR:

 Enter CE, ST or Combined

Name of Proposing Firm: _____

FULL TIME LABOR BENEFITS		Number Full Time Employees	Contractor Paid Health Care Per Employee	Employee Paid Health Care Per Employee	Contractor Paid Vision and Dental Per Employee	Employee Paid Vision and Dental Per Employee	Contractor Paid Retirement Per Employee	Employee Paid Retirement Per Employee
A	Management:							
	1 General Manager							
	2 Operations Manager							
	3 Training/Safety Manager							
B	Other Management (Provide Staff Position Detail)							
	1							
	2							
C	Customer Service Supervisor							
D	Customer Service Rep.							
E	Administrative/Clerical Support							
	1							
	2							
F	Bus Operators							
G	Dispatchers							
H	Supervisors							
I	Training							
J	Bus Cleaning Supervisor							
K	Bus Cleaner							
L	Other Labor (Provide Staff Position Detail)							
	1							
	2							
	Subtotal	0	0	0	0	0	0	0

PART TIME LABOR BENEFITS		Number Part Time Employees	Contractor Paid Health Care Per Employee	Employee Paid Health Care Per Employee	Contractor Paid Vision and Dental Per Employee	Employee Paid Vision and Dental Per Employee	Contractor Paid Retirement Per Employee	Employee Paid Retirement Per Employee
A	Management:							
	1 General Manager							
	2 Operations Manager							
	3 Training/Safety Manager							
B	Other Management (Provide Staff Position Detail)							
	1							
	2							
C	Customer Service Supervisor							
D	Customer Service Rep.							
E	Administrative/Clerical Support							
	1							
	2							
F	Bus Operators							
G	Dispatchers							
H	Supervisors							
I	Training							
J	Bus Cleaning Supervisor							
K	Bus Cleaner							
L	Other Labor (Provide Staff Position Detail)							
	1							
	2							
	Subtotal	0	0	0	0	0	0	0

Appendix B (Forms to be submitted with Proposal)

Form B-1: DBE Participation

This form must be completed for the Prime Contractor submitting the Bid, Proposal or Quotation and each subcontractor listed in the Bid, Proposal or Quotation who will be performing work under any subsequent contract.

A Disadvantaged Business Enterprise (DBE) is defined as follows:

A for-profit small business concern that is:

1. at least 51 percent owned by one or more individuals who are both socially and economically disadvantaged or, in the case of corporation, in which 51-percent of the stock is owned by one or more such individual; and
2. whose management and daily business operations are controlled by one or more of the socially and economically disadvantaged individuals who own it.

If your firm is a DBE, as defined above, please indicate below (check one box):

☐ Yes, my firm does qualify as a Disadvantaged Business Enterprise.

☐ No, my firm is not a Disadvantaged Business Enterprise.

If you answered "yes" above, please attach your DBE Certification to this page.

Dated: _____

Official Address:

Name of Bidder

By _____

Title _____

Form B-2: Non-Collusive Affidavit

STATE OF _____

COUNTY OF _____

being first duly sworn, deposes and says:

That he is _____ of the firm of _____

(Firm Name)

the party making the foregoing Bid, that such Bid is genuine and not collusive or sham; that said bidder has not colluded, conspired, connived, or agreed, directly or indirectly, with any bidder or person, to put in a sham Bid or to refrain from bidding, and has not in any manner, directly or indirectly, sought by agreement or collusion, or communication or conference, with any person, to fix the bid price of affiant or of any other bidder, or to fix any overhead, profit or cost element of said bid price, or of that of any other bidder, or to secure any advantage against the SAN BENITO COUNTY LOCAL TRANSPORTATION AUTHORITY or any person interested in the proposed contract; and that all statements in said bid are true.

That neither any officer or employee of SAN BENITO COUNTY LOCAL TRANSPORTATION AUTHORITY is in any manner interested, directly or indirectly, in the bid to which this Non-Collusive Affidavit is attached, nor in the Contract which may be made pursuant to said Bid, nor in any expected profits which may arise therefrom.

Dated: _____

Official Address: _____ Name of Bidder

By _____

Title _____

Form B-3: Eligible Bidder Certificate

The bidder hereby certifies that he/she is not on the Comptroller General of the United States of America list of ineligible bidders.

Dated: _____

NAME OF BIDDER

BY _____

TITLE _____

BY _____

TITLE _____

Form B-4: Certification of Primary Participant Regarding Debarment, Suspension, and Other Responsibility Matters

The Primary Participant (applicant for an FTA grant or cooperative agreement, or potential contractor for a third party contract), _____ certifies to the best of its knowledge and belief, that it and its principals:

1. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
2. Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
3. Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (2) of this certification; and,
4. Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State or local) terminated for cause or default.

(If the primary participant (applicant for an FTA grant, or cooperative agreement, or potential third-party contractor) is unable to certify to any of the statements in this certification, the participant shall attach an explanation to this certification.)

THE PRIMARY PARTICIPANT (APPLICANT FOR AN FTA GRANT OR COOPERATIVE AGREEMENT, OR POTENTIAL CONTRACTOR FOR A THIRD-PARTY CONTRACT), _____, CERTIFIES OR AFFIRMS THE TRUTHFULLNESS AND ACCURACY OF THE CONTENTS OF THE STATEMENTS SUBMITTED ON OR WITH THIS CERTIFICATION AND UNDERSTANDS THAT THE PROVISIONS OF 31 U.S.C. SECTIONS 3801 ET SEQ. ARE APPLICABLE THERETO.

Signature & Title of Authorized Official

The undersigned chief legal counsel for the _____
Hereby certifies that the _____ has authority under State and local law to comply with the subject assurances and that the certification above has been legally made.

Signature of Applicant's Attorney

Date

Form B-5: Certification of Lower Tier Participants Regarding Debarment, Suspension, and Other Ineligibility and Voluntary Exclusion

The lower tier Participant (potential sub-grantee or sub-recipient under an FTA project, potential third-party contractor, or potential subcontractor under a third-party contract),

_____, certifies, by submission of this proposal, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.

(If the lower Tier participant (potential sub-grantee or sub-recipient under a FTA project, potential third-party contractor, or potential subcontractor under a third-party contract) is unable to certify to any of the statements in this certification, such participant shall attach an explanation to this proposal.)

THE LOWER-TIER PARTICIPANT (POTENTIAL SUB-GRANTEE OR SUB-RECIPIENT UNDER AN FTA PROJECT, POTENTIAL THIRD PARTY CONTRACTOR, OR POTENTIAL SUBCONTRACTOR UNDER A MAJOR THIRD PARTY CONTRACT)

_____, CERTIFIES OR AFFIRMS THE TRUTHFULLNESS AND ACCURACY OF THE CONTENTS OF THE STATEMENTS SUBMITTED ON OR WITH THIS CERTIFICATION AND UNDERSTANDS THAT THE PROVISIONS OF 31 U.S.C. SECTIONS 3801 ET SEQ. ARE APPLICABLE THERETO.

Signature and Title of Authorized Official

Date

Form B-6: Certification of Restriction on Lobbying

I, _____, hereby certify on
(name and title of grantee official)

behalf of _____ that
(name of grantee)

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 any agency, a member of Congress, and officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any Federal contract, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

2. 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 officer or employee of any agency, a member of Congress, and officer or employee of Congress, and an employee of a grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL "Disclosure Form to Report Lobbying," in accordance with its instructions.

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 is 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 section 1352, title 31, U.S. Code. 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.

Executed this _____ day of _____, 20__.

By _____
(signature of authorized official)

(title of authorized official)

Form B-7: Buy America Certificate

The CONTRACTOR agrees to comply with 49 U.S.C. 5323(j) and 49 C.F.R. Part 661, which provide that Federal funds may not be obligated unless steel, iron, and manufactured products used in FTA-funded projects are produced in the United States, unless a waiver has been granted by FTA or the product is subject to a general waiver. Requirements for rolling stock are set out at 49 U.S.C. 5323(j)(2)(C) and 49 C.F.R. 661.11. Rolling stock must be assembled in the United States and have a 60 percent domestic content.

Certificate of Compliance with 49 U.S.C. 5323(j)(2)(C)

The bidder or offeror hereby certifies that it will comply with the requirements of 49 U.S.C. 5323(j)(2)(C) and the regulations at 49 C.F.R. Part 661.11.

Date _____

Signature _____

Company Name _____

Title _____

OR

Certificate of **Non-Compliance** with 49 U.S.C. 5323(j)(2)(C)

The bidder or offeror hereby certifies that it **cannot** comply with the requirements of 49 U.S.C. 5323(j)(2)(C) and 49 C.F.R. 661.11, but may qualify for an exception pursuant to 49 U.S.C. 5323(j)(2)(A), 5323(j)(2)(B), or 5323(j)(2)(D), and 49 CFR 661.7.

Date _____

Signature _____

Company Name _____

Title _____

Form B-8: Acknowledgement of Addenda

(Proposer or Proposed Subcontractor Business Name)

hereby acknowledges receipt of all Addenda through and including:

Addendum No. _____, dated _____.

Addendum No. _____, dated _____.

Addendum No. _____, dated _____.

Addendum No. _____, dated _____.

Addendum No. _____, dated _____.

Addendum No. _____, dated _____.

Addendum No. _____, dated _____.

Addendum No. _____, dated _____.

Authorized Representative Name and Title: _____

Authorized Representative Signature: _____

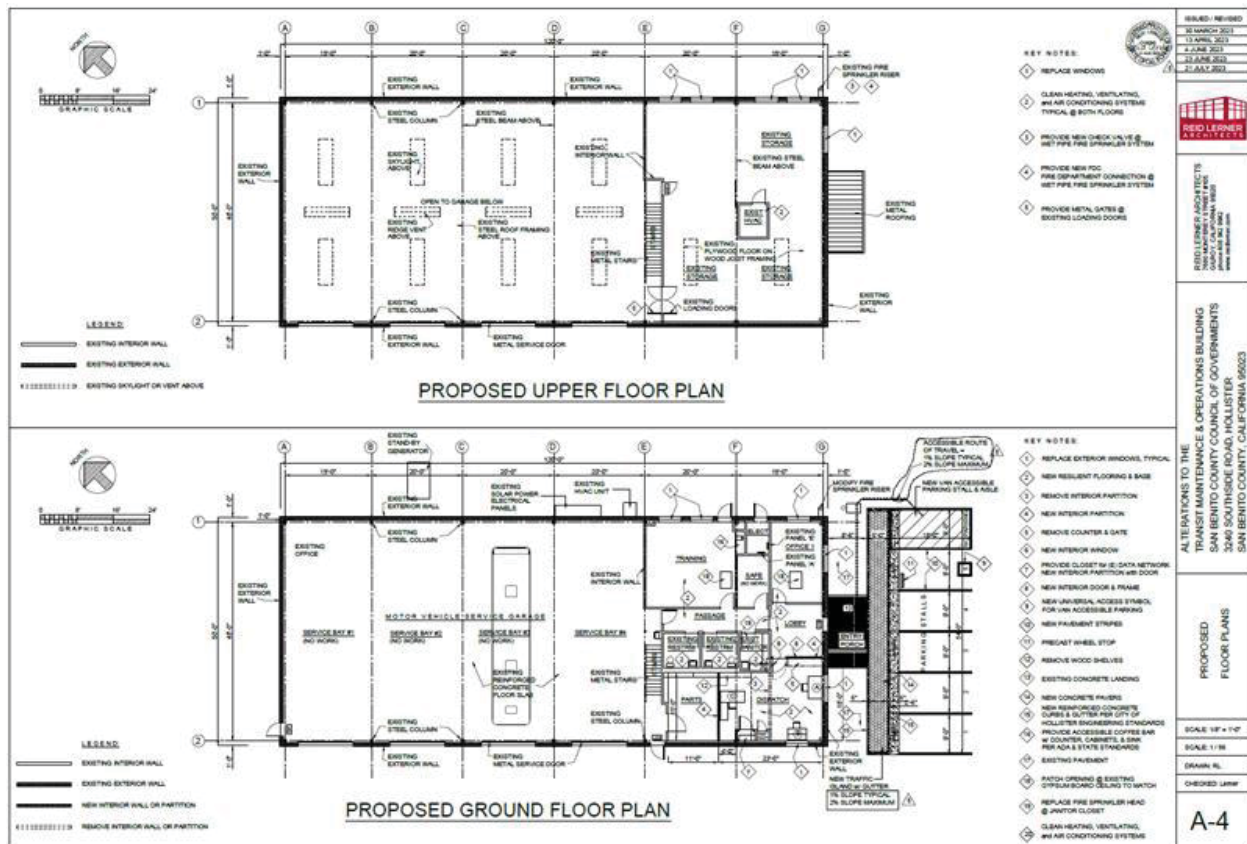
Date _____

Appendix C: LTA Vehicle, Facility, and Equipment List

County Express and Specialized Transportation Vehicles

Number	Service	Last 5 VIN	Make, Model	Number Seats	Fuel
61	County Express	59589	2013 Glaval Universal	12A/2WC	Gas
64	County Express	M1409	2013 Glaval Freightliner	28A/3WC	Diesel
65	County Express	55154	2016 Glaval Universal	16A/2WC	Gas
66	County Express	55136	2016 Glaval Universal	16A/2WC	Gas
67	County Express	55144	2016 Glaval Universal	16A/2WC	Gas
68	County Express	55140	2016 Glaval Universal	12A/2WC	Gas
69	County Express	C3099	2016 Glaval Legacy	32A/2WC	Diesel
70	County Express	C3100	2016 Glaval Legacy	32A/2WC	Diesel
71	County Express	02737	2018 Starcraft Allstar	12A/2WC	Gas
72	County Express	04298	2018 Starcraft Allstar	12A/2WC	Gas
73	County Express	02743	2018 Starcraft Allstar	12A/2WC	Gas
74	County Express	63766	2020 Glaval Universal	16A/2WC	Gas
75	County Express	K3583	2020 Glaval Legacy	28A/2WC	Diesel
76	County Express	61325	2020 Glaval Universal	16A/2WC	Gas
77	County Express	60715	2020 Glaval Universal	16A/2WC	Gas
78	County Express	60717	2020 Glaval Universal	16A/2WC	Gas
79	County Express	10886	2021 Glaval Universal	16A/2WC	Gas
80	County Express	10873	2021 Glaval Universal	16A/2WC	Gas
81	County Express	D0066	2022 Glaval Legacy	28A/2WC	Diesel
738	County Express	62867	2013 Starcraft Allstar	16A/2WC	Gas
735	Specialized Transportation	84647	2010 Glaval	16A/2WC	Gas
736	Specialized Transportation	96624	2010 Braun Entervan	5A/1WC	Gas
737	Specialized Transportation	61432	2013 Eldorado	5A/1WC	Gas
740	Specialized Transportation	63759	2020 Glaval Universal	16A/2WC	Gas
741	Specialized Transportation	01097	2019 Braun Entervan	5A/1WC	Gas
742	Specialized Transportation	74327	2021 Starcraft Allstar	16A/2WC	Gas
63	Specialized Transportation	17477	2013 Braun Entervan	5A/1WC	Gas

County Express Facility Floor Plan



County Express and Specialized Transportation Radio Equipment

County Express and Specialized Transportation: Kenwood NX-700 base station with "push-to-talk" radios in each vehicle with automatic digital ID feature.

County Express Only: Vehicle location and tracking software using "push-to-talk" GPS location via Google Maps. Software allows remote monitoring capability for emergency situations.

County Express RouteMatch Dispatching Software and Hardware

Software: Paratransit Data Management Modules

- Admin/Settings Module
- Customers Module
 - Data Import
- Funding Sources Module
- Addresses Module
- Trips Module
- Scheduling Module
- Dispatching Module
- Services
 - Billing Module
- RouteMatch Billing Engine
- Verification Module
- Reporting Module
- Drivers Module
- Vehicles Module
- Mobile Data System Module

Hardware

Quantity	Description	
20	<i>Samsung Galaxy Tab A7 Lite, 8.7 inch</i>	
One (1)	<i>Dell Optiplex 3010</i>	
	Processor	3rd Gen Intel Core i5-3470
	Memory	8GB RAM
	Video Card	Intel 174, Integrated Graphics
	Speakers	AX510 Black Sound Bar
	Monitor	Dell Professional P2412H 24-inch Widescreen Flat Panel
	Operating System	Windows 7 Professional
	Software	Microsoft Office Professional 2010
	Keyboard	Dell Multimedia with Hot Keys
	Mouse	Dell MS111 USB Optical
One (1)	<i>Dell Optiplex 9020</i>	
	Operating System	Windows 10 Pro
	Processor	Intel Core i7-4770 CPU
	Video Card	Intel HD 4600, Integrated Graphics
	Memory	16GB RAM
	Power Supply	Dual, Redundant Power Supply
	Speakers	AX510 Black Sound Bar
	Monitor	Dell Professional P2412H 24-inch Widescreen Flat Panel
	Keyboard	Smart Card Reader USB
	Mouse	Silver Storm Optical

Appendix D: Future Capital and Planning Projects

The following is a list of future capital and planning projects that the LTA is anticipating to implement or conduct. The project list is meant to provide proposers insight to LTA's vision for CE and ST operations. However, all the projects below are subject to funding availability.

- County Express dispatch facility upgrades underway (windows, flooring, repaving the bus yard, installing charging stations, etc.)
- County Express Fixed Route implementation of Short Range Transit Plan recommended structure
- County Express bus schedule and website redesign
- County Express bus stop improvements (signage, shelters, solar lighting, etc.)
- County Express real-time passenger notification system for Fixed Route and Intercounty services
- County Express and Specialized Transportation radio repeater tower installation
- County Express and Specialized Transportation rolling stock (replacement, expansion and conversion to zero emissions)
- Specialized Transportation branding

Appendix E: Protest Procedures

Overview of LTA's Protest Procedures

Under certain circumstances, an interested party to procurement may protest to the LTA the award of a contract that may or may not involve the direct application of funds from Caltrans and the Federal Transportation Administration (FTA). The fact the LTA is a recipient of Caltrans and FTA funds cannot be construed as evidence of Caltrans' and FTA's involvement in a particular procurement.

These procedures are intended to ensure that valid complaints are properly handled and responded to. Spurious proposal protests may be subject to civil proceedings for the recovery of compensatory and/or punitive damages.

Detailed below are the LTA's Protest Procedures and instructions for, when applicable, obtaining the protest procedures of Caltrans and the FTA.

1. General Conditions

The LTA's review of any protest will be limited to:

1.1. General Conditions

- Violations of State or Local laws or regulations. Violations of Federal laws or regulations shall be under the jurisdiction of the FTA.
- Violations of the LTA's purchasing procedures.
- Violations of the LTA's protest procedures or failure to review a complaint or protest.

1.2. Protests must be filed with the LTA's Executive Director by the dates directed in paragraphs 10 and 11 below if the protest is based on the LTA's failure to adhere to its procedures.

1.3. The protest filed with the LTA shall:

- Include the name, address and telephone number of the protestor.
- Identify the number of the solicitation contract.
- Contain a statement of the grounds for protest and any supporting documentation. The grounds for the protest must be supported to the full extent feasible. Additional materials in support of an initial protest will be considered only if filed within the time limits specified below in paragraph 3.
- Indicate the ruling or relief desired from the LTA.

1.4. No formal briefs or other technical forms of pleading or motion are required, but a protest and other submissions should be concise, logically arranged, clear and legible.

2. Time for Filing

Protests shall be filed within the specified limits set forth in the specifications, which are the subject of the procurement, and must adhere strictly to any procedures specified therein. The time period established for the filing of protests as set forth in all such specifications will be controlling and will take precedence over a time period established herein.

Protests must be filed within the time limits set forth in paragraphs 10 and 11 below, in order to be construed as timely. If the requirements and scope of work, which are the subject of a particular procurement, set forth a different period for filing a protest, then the

provisions of paragraph 1 above will apply.

A protest may be considered, even if the initial filing is late, in the following circumstances:

- Good cause based on a compelling reason beyond the protestor's control, whereby the lateness is due to the fault of the LTA in the handling of his/her protest submission.
- The LTA determines the protest raised issues significant to a procurement practice or procedure.
- The LTA is directed by Caltrans and/or FTA to either consider or reconsider the protest.
- A court of competent jurisdiction invites, expects, or otherwise expresses interest in the agency's decision.

3. Time for Submission of Additional Information

Any additional information requested or required by the LTA from the protestor or interested parties shall be submitted as expeditiously as possible, but in no case later than five (5) days after the receipt of such request, unless specifically accepted by the LTA.

4. Confidentiality

Materials submitted by a protestor will not be withheld from any interested party outside of the Agency, or from any member of the public making a request for public records or public information, except to the extent that withholding of records or information is permitted or required by law or regulation. If the protestor considers that the protest contains proprietary material which should be withheld, a statement advising the LTA of this fact may be affixed to any transmittal to any Government agency which may be involved in the protest. The alleged proprietary information must be identified wherever it appears.

5. Furnishing of Information of Protests

The LTA shall, upon request, make available to any interested party information bearing on the substance of the protest which has been submitted by the protestor or interested parties, except to the extent that withholding of information is permitted or required by law or regulation. Any comments thereof shall be submitted within a maximum of ten (10) days.

6. Withholding of Award

When a protest has been filed before the contract is awarded, the LTA will not make an award prior to the resolution of the protest. When a protest has been filed before the opening of proposals, the LTA will not open proposals prior to the resolution of the protest. When a protest has been filed after the award of a contract and prior to the procurement, the LTA will notify the Contractor to suspend activity unless the LTA determines:

- The items to be procured are urgently required; or
- Delivery or performance will be unduly delayed by failure to either make the award promptly or to continue with the procurement; or
- Failure to make prompt award or to continue with the procurement will otherwise cause undue hardship to the LTA or other Local, State or Federal Governments.

7. Protest Review - Level One

Upon receipt of a protest, the LTA's Executive Director will create an *ad hoc* Protest Review Panel to review all relevant materials associated with the protest. The Panel shall be comprised of two representatives of San Benito County Local Transportation Authority. The Panel shall determine the validity of the protest and what actions will be taken.

The Panel will be directed to prepare a report within fifteen (15) days. The Panel will notify the protestor and any interested parties of their findings, actions and of the procedures for requesting reconsideration. The report shall include the following:

- Copies of all relevant proposals;
- A copy of the Request for Proposal including pertinent provisions of the specifications;
- A copy of the abstract of proposals;
- Any other documentation that pertains to the protest including correspondence with the proposers; and
- A statement by the LTA explaining its actions and the reasons for them.

A conference on the merits of the protest with members of the panel may be held at the request of the protestor. The request for a conference should be made in a timely manner so as not to interfere with the resolution of the protest and not later than twenty (20) days after the initial protest was filed.

8. Protest Review - Level Two

Reconsideration of a decision by the LTA may be requested by the protestor or any interested party. The request for reconsideration shall contain a detailed statement of the factual and legal grounds upon which reversal or modification is deemed warranted, specifying any errors of law made or information not previously considered.

The request for the reconsideration of the Protest Review Panel's decision shall be filed not later than ten (10) days after the Panel issues its written report and shall be filed with the LTA. The protest shall not be considered pending during the ten (10) day period specified in this paragraph.

Upon receipt of the request for reconsideration, the LTA shall schedule an informal administrative hearing with the protestor and the Protest Review Panel. The hearing shall be filed not later than fifteen (15) days after the receipt of the request for reconsideration.

The LTA shall issue in writing its final determination of the reconsidered protest within five (5) days of the administrative hearing.

9. Effect of Judicial Proceedings

The LTA may refuse to decide any protest where the matter involved is the subject of litigation before a court of competent jurisdiction or has been decided on the merits by such a court. The foregoing shall not apply where the court requests, expects or otherwise expresses interest in the LTA's decision.

Protest Deadlines

1. Pre-Award Protests

Direct protests concerning LTA's pre-award process in writing (via mail only) to Executive Director, 330 Tres Pinos Road, Suite C7, Hollister, CA 95023, Phone: 831-637-7665, by 5:00 p.m., August 14, 2024. The Executive Director will respond to these protests by August 21, 2024 by express mail or email.

2. Post-Award Protests

Direct protests concerning LTA's post-award process in writing (via mail only) to the Executive Director, 330 Tres Pinos Road, Suite C7, Hollister, CA 95023, Phone: 831-637-7665, by 5:00 pm, October 2, 2024. The Executive Director will respond to these protests by October 9, 2024 by express mail, or email.

3. Appeal of LTA's Decision to Caltrans

Under limited circumstances, after an interested party has exhausted its administrative remedies at LTA's level, the interested party may appeal San Benito LTA's decision to the California Department of Transportation (Caltrans). The deadline for pre-award protest appeals to Caltrans by August 29, 2024. The deadline for post-award protest appeals to Caltrans is 5:00 pm, October 17, 2024.

Caltrans limits review of appeals to:

- (1) LTA's procedural failures (LTA does not have protest procedures, or has not complied with its protest procedures, or has not reviewed the protest when presented an opportunity to do so.)
- (2) Violations of Federal law or regulations
- (3) Violations of State or local law or regulations

Appeals to Caltrans must:

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

Direct appeals (via mail or fax only) to:

California Department of Transportation
Division of Rail & Mass Transportation, MS 39
PO Box 942874
Sacramento, CA 94274-0001
Fax: (916) 654-9366

Send a copy (via mail only) of the appeal to San Benito LTA.

DRAFT

Appendix F: Sample County Express and Specialized Transportation Reports

County Express Monthly Report

County Express Monthly Report

WEEKDAYS February 2019

Service	Passengers	Incidental Passengers	Vehicle Revenue Hours	Vehicle Revenue Miles	Cash Fares Collected	Token Fares Collected	Token Sales	Service Days	Invoiced
Dial-A-Ride	1,629	6	279.00	3,449	\$ 690.99	\$ 357.35	\$ 71.50	20	\$ 13,138.95
Paratransit	1,428	56	558.24	8,342	\$ 2,072.97	\$ 1,072.05	\$ 214.50	20	\$ 26,289.20
Fixed Route	2,255	55	439.30	4,959	\$ 1,238.94	\$ 265.60	\$ -	20	\$ 20,687.95
Gavilan	2,464	0	282.85	6,477	\$ 2,499.02	\$ 1,029.80	\$ -	20	\$ 13,320.26
Caltrain	782	0	189.57	4,593	\$ 1,278.58	\$ 67.00	\$ -	20	\$ 8,927.42
Total	8,558	117	1,748.96	27,820	\$ 7,780.50	\$ 2,791.80	\$ 286.00		\$ 82,363.77

SATURDAY

Service	Passengers	Incidental Passengers	Vehicle Revenue Hours	Vehicle Revenue Miles	Cash Fares Collected	Token Fares Collected	Token Sales	Service Days	Invoiced
Dial-A-Ride	55	0	11.51	219	\$ 82.40	\$ 6.90	\$ -	4	\$ 542.04
Greyhound	119	0	27.49	762	\$ 236.64	\$ 14.10	\$ -	4	\$ 1,294.59
Total	174	0	39.00	981	\$ 319.04	\$ 21.00	\$ -		\$ 1,836.63

SUNDAY

Service	Passengers	Incidental Passengers	Vehicle Revenue Hours	Vehicle Revenue Miles	Cash Fares Collected	Token Fares Collected	Token Sales	Service Days	Invoiced
Dial-A-Ride	77	0	12.96	138	\$ 65.05	\$ 6.60	\$ -	4	\$ 610.33
Greyhound	81	0	28.39	786	\$ 177.91	\$ 8.40	\$ -	4	\$ 1,336.97
Total	158	0	41.35	924	\$ 242.96	\$ 15.00	\$ -		\$ 1,947.30

MONTH

Service	Passengers	Incidental Passengers	Vehicle Revenue Hours	Vehicle Revenue Miles	Cash Fares Collected	Token Fares Collected	Token Sales	Service Days	Invoiced
Dial-A-Ride	1,761	6	303.47	3,806	\$ 838.44	\$ 370.85	\$ 71.50	28	\$ 14,291.31
Paratransit	1,428	56	558.24	8,342	\$ 2,072.97	\$ 1,072.05	\$ 214.50	20	\$ 26,289.20
Fixed Route	2,255	55	439.30	4,959	\$ 1,238.94	\$ 265.60	\$ -	20	\$ 20,687.95
Gavilan	2,464	0	282.85	6,477	\$ 2,499.02	\$ 1,029.80	\$ -	20	\$ 13,320.26
Caltrain	782	0	189.57	4,593	\$ 1,278.58	\$ 67.00	\$ -	20	\$ 8,927.42
Greyhound	200	0	55.88	1,548	\$ 414.55	\$ 22.50	\$ -	8	\$ 2,631.56
Total	8,890	117	1,829.31	29,725	\$ 8,342.50	\$ 2,827.80	\$ 286.00		\$ 86,147.70

FISCAL YEAR TO DATE

Service	Passengers	Incidental Passengers	Vehicle Revenue Hours	Vehicle Revenue Miles	Cash Fares Collected	Token Fares Collected	Token Sales	Service Days	Invoiced
Dial-A-Ride	15,778	379	2,617.32	29,133	\$ 7,169.92	\$ 3,719.03	\$ 614.75	238	\$ 120,677.53
Paratransit	11,545	663	4,674.18	75,559	\$ 17,547.49	\$ 10,780.17	\$ 1,844.25	168	\$ 215,507.61
Fixed Route	18,605	224	3,629.83	40,723	\$ 10,517.42	\$ 2,125.90	\$ 155.00	167	\$ 167,426.66
Gavilan	17,916	1	2,072.87	46,922	\$ 20,587.82	\$ 6,420.90	\$ 238.00	168	\$ 95,551.44
Caltrain	6,920	3	1,548.44	37,698	\$ 10,438.24	\$ 642.70	\$ -	168	\$ 71,405.70
Greyhound	1,912	0	492.75	13,380	\$ 3,179.34	\$ 187.30	\$ -	70	\$ 22,706.07
Total	72,676	1,270	15,035.39	243,415	\$ 69,440.23	\$ 23,876.00	\$ 2,852.00		\$ 693,275.01

ADDITIONAL INFORMATION

	Current Month	Year To Date
Lift Assisted Trips	132	893
Turn Downs	0	0
No Shows	63	460
Cancellations	151	1,181
Employee Hours	2,450	17,497
Vehicles - Midday	7	
Vehicles - Peak	8	

DAR/Paratransit

Rider Time	No. of Riders	Year to Date
0-30	1	1
30-60	1	1
60+	1	1
Wait Time	No. of Riders	Year to Date
0-15	1	1
16-30	1	1
31+	1	1

Bicycles

Greyhound Bikes
4
Gavilan Bikes
35
Caltrain Bikes
3
Fixed Route
0

County Express Monthly Operations Report

February 2019

Year to Year comparison

	2019	2018
Passengers Per Hour		
Dial a Ride/Paratransit	3.77	3.86
Fixed Route Service	5.25	4.21
Gavilan Service	8.71	9.19
Caltrain Service	4.12	4.39
Greyhound Service	3.57	3.25
Total Passengers	9,007	8,767
 Total Revenue Hours	 1,829.31	 1,821.87
 Passengers per Hour	 4.92	 4.81
Lift Trips	132	159
No Shows	63	54
Cancellations	151	201
Missed Runs		
Fuel		

County Express Monthly Operations Report

February 2019

Accidents:

--

Incidents:

--

Complaints/Compliments:

--

Safety Training:

--

Employee Turnover:

--

Ride Check:

--

Road Calls:

--

Bus Cleanliness:

--

Specialized Transportation Monthly Report

Specialized Transportation Services Monthly Service Report

February 2019

WEEKDAYS

Service	Passengers	Vehicle Revenue Hours	Vehicle Revenue Miles	Fares Collected	Service Days
Out-of-County	15	10.00	25	\$ 50.00	5
Senior Lunch	10	10.00	25	\$ -	5
Medical/Shopping Assistance	5	10.00	25	\$ 25.00	5
Total	30	30.00	75	\$ 75.00	

WEEKENDS

Service	Passengers	Vehicle Revenue Hours	Vehicle Revenue Miles	Fares Collected	Service Days
Out-of-County	3	2.00	5	\$ -	1
Total	3	2.00	5	\$ -	

MONTH

Service	Passengers	Vehicle Revenue Hours	Vehicle Revenue Miles	Fares Collected	Service Days
Out-of-County	18	12.00	30	\$ 50.00	6
Senior Lunch	10	10.00	25	\$ -	5
Medical/Shopping Assistance	5	10.00	25	\$ 25.00	5
Total	33	32.00	80	\$ 75.00	

FISCAL YEAR TO DATE

Service	Passengers	Vehicle Revenue Hours	Vehicle Revenue Miles	Fares Collected	Service Days
Out-of-County	18	12.00	30	\$ 50.00	6
Senior Lunch	10	10.00	25	\$ -	5
Medical/Shopping Assistance	5	10.00	25	\$ 25.00	5
Total	33	32.00	80	\$ 75.00	

VEHICLE MILEAGE INFORMATION

Vehicle Number	Ending Odometer
62	
63	
734	
735	
736	
738	

NOTES

ADDITIONAL INFORMATION

Service	Current Month	Year To Date
Lift Assisted Trips	1	1
Unduplicated Passengers	1	1
Turn Downs	1	1
No Shows	1	1
Cancellations	1	1
Employee Hours	1	1
Fuel	1	1
Vehicles - Midday		
Vehicles - Peak		

Rider Time	SL	Year to Date	M/S	Year to Date
0-30	1	1	1	1
30-60	1	1	1	1
60+	1	1	1	1

Wait Time	SL	Year to Date	M/S	Year to Date
0-15	1	1	1	1
16-30	1	1	1	1
31+	1	1	1	1

Office

Specialized Transportation Monthly Report 2019_Part 1.xls, Printed 3/15/2018

RFP #2024-01

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**Specialized Transportation Services
Monthly Service Report**
February 2019

OUT OF COUNTY

Week of	ONE WAY PASSENGERS						
	M	T	W	TH	F	S	Total
1/1-6/2018							0
1/8-13/2018	3	3	3	3	3	3	18
1/15-20/2018							0
1/22-27/2018							0
1/29-31/2018							0
Total	3	3	3	3	3	3	18

Fares						
M	T	W	TH	F	S	Total
			10	10		10
			10	10		10
			10	10		10
			10			10
			10			10
0	0	0	50	0	0	50
						0

REVENUE HOURS						
M	T	W	TH	F	S	Total
2	2	2	2	2	2	12
						0
						0
						0
2	2	2	2	2	2	12

REVENUE MILES						
M	T	W	TH	F	S	Total
5	5	5	5	5	5	30
						0
						0
						0
						0
5	5	5	5	5	5	30

SENIOR LUNCH

Week of	ONE WAY PASSENGERS					
	M	T	W	TH	F	Total
1/1-6/2018						0
1/8-13/2018						0
1/15-20/2018	2	2	2	2	2	10
1/22-27/2018						0
1/29-31/2018						0
Total	2	2	2	2	2	10

Fares					
M	T	W	TH	F	Total
			0		0
					0
					0
					0
					0
0	0	0	0	0	0

REVENUE HOURS						
M	T	W	TH	F	Total	
2	2	2	2	2	10	0
					0	0
					0	0
					0	0
2	2	2	2	2	10	0

REVENUE MILES					
M	T	W	TH	F	Total
5	5	5	5	5	25
					0
					0
					0
5	5	5	5	5	25

MEDICAL/SHOPPING ASSISTANCE

Week of	ONE WAY PASSENGERS					
	M	T	W	TH	F	Total
1/1-6/2018						0
1/8-13/2018						0
1/15-20/2018	1	1	1	1	1	5
1/22-27/2018						0
1/29-31/2018						0
Total	1	1	1	1	1	5

FARES						
M	T	W	TH	F	Total	
			5	5	5	
			5	5	5	
			5	5	5	
			5	5	5	
			5	5	5	
0	0	0	25	0	0	
					5	

REVENUE HOURS					
M	T	W	TH	F	Total
2	2	2	2	2	0
					10
					0
					0
					0
2	2	2	2	2	0
					10

REVENUE MILES					
M	T	W	TH	F	Total
5	5	5	5	5	25
					0
					0
					0
5	5	5	5	5	25

Pasander per Hour

Out of County 1.5

Senior Lunch 1

Medical/Shoppin 0.5

Specialized Transportation Services
Monthly Summary Report
February 2019

Accidents	
Incidents	
Complaints	
Compliments	
Safety Training	
Employee Turnover	
Ride Checks	
Road Call	
Bus Cleanliness	

JANUARY						FEBRUARY					
Totals to 31ST JAN 2020						Totals to 29TH FEB 2020					
Days	Beauty	Charm	Beauty	Charm	Service	Days	Beauty	Charm	Beauty	Charm	Service
1						1					
2						2					
3						3					
4						4					
5						5					
6						6					
7						7					
8						8					
9						9					
10						10					
11						11					
12						12					
13						13					
14						14					
15						15					
16						16					
17						17					
18						18					
19						19					
20						20					
21						21					
22						22					
23						23					
24						24					
25						25					
26						26					
27						27					
28						28					
29						29					
30						30					
31						31					
Total	2	2	2	2	2	Total	2	2	2	2	2

Vehicles in MPZ zones						Vehicles in other city zones					
Street	Category	Effective Year (2000)	Registered	Other Reported (2000)	Net Service (2000)	Street	Category	Effective Year (2000)	Other Reported (2000)	Net Service (2000)	Net in Other
1						1					
2						2					
3						3					
4						4					
5						5					
6						6					
7						7					
8						8					
9						9					
10						10					
11						11					
12						12					
13						13					
14						14					
15						15					
16						16					
17						17					
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19						19					
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89						89					
90						90					
91						91					
92						92					
93						93					
94						94					
95						95					
96						96					
97						97					
98						98					
99						99					
100						100					
Total						Total					

[illegible][illegible]

2016							2015						
Variable 2008 año 2008							Variable 2008 año 2008						
Year	Industry	Offshore share (range)	Dividends (0)	Change turnover M1	Size net new financing	Service share	Year	Industry	Offshore share (range)	Dividends (0)	Change turnover M1	Size net new financing	Service share
1							1						
2							2						
3							3						
4							4						
5							5						
6							6						
7							7						
8							8						
9							9						
10							10						
11							11						
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92							92						
93							93						
94							94						
95							95						
96							96						
97							97						
98							98						
99							99						
100							100						
Total	0	0	0	0	0	100	Total	0	0	0	0	0	100

Variable 1: 2008-2009						Variable 2: 2009-2010					
Year	Library	Efficient rate (2008)	Books of	Other Facing %	Net Rate 2008	Year	Library	Efficient rate (2009)	Books of	Other Facing %	Net Rate 2009
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
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92											
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94											
95											
96											
97											
98											
99											
100											
Sum	0	0	0	0	0	100	Sum	0	0	0	0

Vehicle 1: 2011 2008						Vehicle 2: 2008 2008					
Year	Yearly Sales	Effective Year (2008)	Months in Year	Days Forecast in Year	Net Sales Per Day	Year	Yearly Sales	Effective Year (2008)	Months in Year	Days Forecast in Year	Net Sales Per Day
1						1					
2						2					
3						3					
4	1	2	2	2	2	4	1	2	2	2	2
5						5					
6						6					
7						7					
8						8					
9						9					
10						10					
11						11					
12						12					
13						13					
14						14					
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26						26					
27						27					
28						28					
29						29					
30						30					
31						31					

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5310 Biannual Reports

January - June Totals

Vehicle #000 VIN 0000

Total Days	6
Ending Odometer	300

Total Service Miles	60
Total Service Hours	30
Total One-Way Passenger Trips	48
Total Elderly	12
Total Wheelchair	12
Total Disabled	12
Total Other Passengers	12

Vehicle #000 VIN 0000

Total Days	57
Ending Odometer	300

Total Service Miles	60
Total Service Hours	30
Total One-Way Passenger Trips	48
Total Elderly	12
Total Wheelchair	12
Total Disabled	12
Total Other Passengers	12

Appendix G: County Express Operations Personnel Wages and Benefits

Position	Status	Pay Rate	Seniority Date	Exempt
Operator	Regular Full-Time		1/27/2014	N
Operator	Regular Part-Time		10/16/2015	N
Operator	Regular Full-Time		2/20/2014	N
Operator	Regular Full-Time		4/17/2008	N
Operator	Regular Full-Time		12/19/2016	N
Operator	Regular Full-Time		3/22/2005	N
Operator	Regular Part-Time		6/23/2014	N
Operator	Regular Full-Time		12/19/2016	N
Operator	Regular Full-Time		3/25/1991	N
Operator	Regular Full-Time		9/23/2010	N
Operator	Regular Full-Time		11/20/2007	N
Operator	Regular Full-Time		7/9/1996	N
Operator	Regular Full-Time		2/3/2018	N
Operator	Regular Full-Time		1/31/2018	N
Operator	Regular Full-Time		4/17/2006	N
Dispatcher	Regular Full-Time		2/1/1988	N
General Manager	Regular Full-Time	Confidential	Confidential	Y
Project Manager	Regular Full-Time	Confidential	Confidential	Y

IMPORTANT NOTE AND DISCLAIMER

The wages and benefits paid to all dispatchers and operators for the MV Transportation San Benito County operating location are governed by a Collective Bargaining Agreement between MV Transportation, Hollister Division# 30 and the Teamsters Local Union No.890. The agreement is attached for review. The agreement expires December 31, 2025; wages and benefits are expected to increase in the upcoming negotiations.

BARGAINED, NON-EXEMPT DISPATCHER AND OPERATOR BENEFITS:

HOLIDAY PAY: Full time employees are eligible for eight (8) paid holidays. Part time employees are eligible for six (6) paid holidays.

MEDICAL INSURANCE: The Company offers medical insurance to eligible employees under four different tiers. The Employer's contribution will be based on the rates for Full Coverage under the applicable tier at the following contribution rates or percentages found in section 10.3 of the agreement.

DENTAL AND VISION INSURANCE: The Company shall provide Dental and/or Vision Insurance to eligible employees. The Employer will pay the full cost of any coverage options selected by its employees up to the cap of Employer contribution for Full Coverage.

LIFE INSURANCE: The Company shall offer life benefits for all eligible employees.

401K: The Company shall provide a 401K Retirement Savings Plan to all employees effective after thirty (30) calendar days. The Company shall match \$.20 for every dollar an employee contributes to this plan up to six (6%) percent of an employee's annual salary.

VACATION PAY: Full time employees start to accrue vacation on the first day after their first year at the rate of 3.33 hours per month. The accrual rate increases to 6.66 hours per month after three years of full time employment. The accrual rate increases to 10 hours per month after five (5) years of service.

SICK PAY: Full-time employees shall be eligible for four (4) hours of sick pay for every calendar month, up to a maximum of forty-eight (48) hours annually. Part-time employees are eligible for two (2) hours a month up to a maximum of twenty-four hours annually.

BEREAVEMENT: The Company shall provide time so that individuals attending to a death in the immediate family shall be allowed up to three (3) days of paid bereavement leave.

SAFETY BONUS: Each non-probationary employee shall be eligible to participate in the Company's "Destination Zero" Safety Bonus program. For each quarter that an employee has worked and has met the eligibility qualifications, they will receive four (4) hours of bonus pay.

NON-BARGAINED, EXEMPT EMPLOYEE BENEFITS:

MEDICAL: Eligible employees can participate in the Northern California General Teamsters Security Fund (NCGTSF) Plan E Plus, which provides for Medical, Prescription, Dental, Vision and Life benefits.

VACATION PAY: Full time employees start to accrue vacation following their probationary period at the rate of 3.33 hours per month. The accrual rate increases to 6.66 hours per month after three years of full time employment. The accrual rate increases to 10 hours per month after five (5) years of service.

PAID SICK TIME: Full-time employees shall be eligible for four (4) hours of sick pay for every calendar month, up to a maximum of forty-eight (48) hours annually. Part-time employees are eligible for two (2) hours a month up to a maximum of twenty-four hours annually. Employees are eligible to utilize sick pay after ninety (90) calendar days of employment. The Company will comply with the California Paid Sick Leave law where applicable.

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, critical illness, universal life, and term life insurance.

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 through The Standard Insurance Company. 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): The Company shall provide a 401K Retirement Savings Plan to all employees effective after thirty (30) calendar days.

DRAFT

DRAFT

Appendix H: Collective Bargaining Agreement

LABOR AGREEMENT

Between

MV Transportation, Hollister Division# 30

And

Teamsters Local Union No.890

Affiliated with the

International Brotherhood of Teamsters



July 1, 2022 – December 31, 2025

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PREAMBLE

Both the MV Transportation (herein referred to as the Company) and the Teamsters Local Union No. 890 (herein referred to as the Union), agree that the purpose of this Labor Agreement is to ensure that all MV employees be treated with mutual respect, dignity, and fairness. To that end, it is the expressed goal of MV Transportation to use a system of personnel administration that will be unbiased in the recruitment, examination appointment, training, promotion, transfer, layoff, removal, and discipline of employees.

All rules, practices, and policies will be applied equally and impartially. MV Transportation recognizes this to be important for the resolution of employee grievances and disputes.

It is the goal of MV Transportation and Teamsters Local Union No. 890, that it is in our mutual interest to foster harmonious labor management relations and to create a work place environment that is healthy, cooperative, supportive and mutually trusting.

The Company and Union further agree that the purpose of the Company organization is to provide public transit service. Both further agree that they shall strive to achieve excellence in the provision of public transit services to San Benito County residents. All clients of the Company organization shall be treated with respect, dignity, and fairness.

This preamble expresses the mutual intent of the parties. It is not subject to the grievance procedure.

ARTICLE 1 TERM OF AGREEMENT

This Agreement is entered into effective upon ratification by and between MV Transportation, Inc. (herein referred to as the "Company") and General Teamsters Local Union Number 890 (herein after referred to as the "Union"), and shall expire **December 31, 2025**. Its purpose is 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, hour of work and other condition of employment.

ARTICLE 2

NON-DISCRIMINATION IN EMPLOYMENT

No person applying for employment or employed by MV Transportation shall be unlawfully discriminated against, according to state and federal law, because of race, color, religion, marital status, national origin, ancestry, sex, sexual preference or orientation, pregnancy, parenthood, political affiliation or political belief, physical or mental disability, or Union activity or lack thereof.

ARTICLE 3 AUTHORIZED AGENTS

For the purpose of administering the terms and provisions of this Labor Agreement, the following authorized agents have been designated:

- A. Company's principal authorized agent shall be the Labor Director or his/her duly authorized representative.

MV Transportation
2711 N. Haskell Ave., Ste 1500 LB-
2 Dallas, TX 75204

MV
Transportation
3240 Southside
Road
Hollister, CA 95023

- B. Union's authorized agent shall be the President, or his/her duly authorized representative.

Teamsters Local Union No.
890 207 N. Sanborn Road.
Salinas, CA 93905

ARTICLE 4 RECOGNITION

Teamsters Local Union No. 890 is recognized as the exclusive representative for the purpose of collective bargaining with the respect to rates of pay, wages, hours of work, and other conditions of employment for all full-time and regular part-time Drivers and Dispatchers at Hollister Div. 30 bargaining unit, excluding all other employees as defined by the Act.

ARTICLE 5 UNION SECURITY

Section 5.1 - 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 5.2 - Membership: An employee assigned to a covered classification who is employed by the Company on or after 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 5.3 - Check off: The Company will give a Union membership application to each operator 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 5.4 It is further agreed that the Company shall deduct the initiation fees and dues from the pay of each employee each bi-weekly pay period, 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 form voluntarily executed by the employee.

Section 5.5 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 or failure to maintain membership, the Union may give the Company notice of this fact and the employee shall be taken out of service without pay until their Union membership is deemed to be in good standing, or paid all agency fees as prescribed by law.

Section 5.6 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 6 MANAGEMENT RIGHTS

Section 6.1 - 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, layoff, and recall to work. Transferring between classifications shall not be considered a demotion.
- c) To set reasonable 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, properly, 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.
- h) To subcontract to augment the existing driver workforce either (a) consistent with past practice; and/or (b) to comply with client contract specific requirements;
- i) To maintain timekeeping policies, practices, systems, and technology for the purpose of computing all hours worked by employees

Section 6.2 - 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 notify the Union of new technology at least (20) calendar days prior to the

implementation of said technology, unless required by client or safety concerns which demand a more immediate implementation. 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. All vehicles may be equipped with DriveCam or any other equipment covered by this Section.

Section 6.3 - Client Contract: The Company and the Union acknowledge that the Company has entered into contracts to provide transportation services with several entities including, but not necessarily limited to San Benito County Local Transportation Authority, hereto known collectively and individually as the "Client." The contracts between the Company and the Client contain 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 without renegotiation of this Agreement should such changes in policies, rules and regulations are 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 driver such removal from service would be subject to the grievance procedure contained in this Agreement.

Section 6.4 - 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 7 UNION RIGHTS

Section 7.1 - 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 fifty (50) bargaining unit employees. 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 7.2 - 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 upon a seven calendar day notice, provided that the granting of such leave does not impact the Company's ability to provide service to the Client. The Union agrees not to request more than two (2) such leaves of absence 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 7.3 - Duties of Shop Stewards. Shop Stewards are authorized to represent bargaining unit members at meetings and process and investigate grievances. They are not authorized to call for any work stoppage or job action.

Section 7.4 - 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 890 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 7.5 - 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.

Section 7.6 - Labor/Management Meetings. During the life of this Agreement, the Company and the Union may mutually agree to have Labor/Management Meetings (LMMs) which shall be held at a mutually agreed upon time and place. The names of the Union representatives to attend must be submitted by the Union in writing to the Company's General Manager or designee at least one (1) week prior to the scheduled LMM meeting. The Union shall have the right to have no more than 2 (two) Union bargaining unit representatives in attendance at LMMs, and the Company has no obligation to pay for any of the Union representatives' time during attendance at such LMM.

If possible, each meeting agenda will be mutually agreed-to and reduced to writing prior to the meeting date. All matters discussed in these meetings will be addressed, with resolution attempted in a timely manner. LMMs shall in no way replace or substitute for grievance meetings as defined in Article 17 of this Agreement, however, any active issue including open grievances are allowable topics for discussion.

Section 7.7 - Bulletin Board. The Company agrees to provide space for a bulletin board for employees covered by this Agreement in the break room. The Company-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 Union. The Company shall also allow any official postings as mandated and prescribed by any government agency. The Company may allow the Union to use the Company mail boxes to communicate with its members.

ARTICLE 8 SAFETY

Section 8.1 Work Environment. The Company recognizes its obligation to provide a safe place of employment for its employees. To assist in accomplishing this goal, it is agreed that the Company reserves the right to adopt reasonable departmental rules and regulations, which become effective when posted.

The Union agrees that it is the duty of all employees to comply with all reasonable rules and regulations and to be alert to all unsafe places, equipment and conditions and to report any such unsafe practices or conditions to their immediate supervisor. The Company agrees to provide adequate drinking water at all times for employees.

Section 8.2 - Safety Equipment and Clothing. The Company shall supply employees with any safety equipment, tools, or clothing if required to do so by the State of Ca., Dept. of Labor, Department of Occupational Health Safety.

ARTICLE 9 COMPENSATION

Section 9.1 - General Salary Increases.

9.1.1 Bargaining unit salaries shall follow the wage scale listed in Appendix A.

ARTICLE 10 INSURANCE BENEFITS

10.1 Medical Insurance: Effective April 1, 2023, The Employer will participate in the Northern California General Teamsters Security Fund, be bound by the Agreement and Declaration of Trust thereof, and execute a subscription agreement providing for contributions to the Fund as set forth below. The Employer will remit the required contribution to the Trust each month, as established by the Board of Trustees for all covered employees, although it may implement employee wage withholdings for a share of the contribution consistent with this Agreement. This will be for the purpose of providing Medical, Prescription Drug, Dental, Vision and Life benefits.

10.2. Eligibility: Employees shall be eligible for benefits on the first of the month following thirty (30) days of employment. Thereafter, employees are eligible for benefits for each month in which they are compensated for at least eighty (80) hours. Coverage shall be for the month following the month in which the hours are worked or for which they are paid. (I.e., work eighty (80) hours in January and receive coverage in February).

For purposes of eligibility, time worked shall include time paid for but not worked, including vacation pay, paid sick leave, bereavement, jury duty, and holiday pay, and shall include all hours paid, including overtime.

The following categories of employees are not eligible for benefits: casual part time and regular part time employees who regularly work less than thirty (30) hours per week.

10.3. Participation: Participation shall be in the NCGTSF Plan E Plus, which provides for Medical, Prescription, Dental, Vision and Life benefits for which all eligible employees shall be required to complete and submit to the Plan Administrator an enrollment form. Eligible employees will be permitted to enroll in any tier. These tiers include Employee Only, Employee and Children, Employee and Spouse, and Full Family. The Employer's contribution will be based on the rates for Full Coverage under the applicable tier at the following contribution rates or percentages:

4/1/2023 – 12/31/2024	Employee Contribution	Employer Contribution
Employee	20%	80%
Employee + 1	20%	80%
Family	20%	80%
1/1/2025 – 12/31/2025	Employee Contribution	Employer Contribution

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Employee	15%	85%
Employee + 1	20%	80%
Family	20%	80%

Employees covered by the Plan E Plus, are also permitted to elect various coverage options, including Medical and Rx only, Dental/Vision only, or decline coverage completely. The Employer will pay the full cost of any coverage options selected by its employees up to the cap of Employer contribution for Full Coverage that are set forth above. (Note: if an employee elects other than full coverage they must attest to having other coverage. See Plan summary and enrollment form for details on when this is permitted and for restrictions on re-enrolling later.)

Contribution rates are subject to increase by the Trust at any time. In the event of a contribution increase, such increases shall be borne as follows: all increase to contribution rates shall be borne by the Employer and Employee by the percentage rates listed above.

10.4. Waiver of Coverage: Any employee, who is eligible for benefits through the Northern California General Teamsters Security Fund, may waive their group health and welfare benefits through the Trust Fund, if either of the following conditions are met:

- a. The employee is covered by another medical plan that provides medical benefits other than through the Trust Fund; or
- b. The employee is the dependent of an employee who currently receives their coverage through the Trust Fund.,

To waive coverage through the Trust Fund an employee must complete the Trust Fund's Waiver of Coverage Form and provide proof to the Trust Fund of other medical coverage.

10.5. Qualifying Events: An employee may make benefit election changes mid-year if they experience a qualifying event, provided appropriate paperwork is completed and submitted within thirty (30) days from the date of the qualifying change in family status occurs (i.e. marriage, newborn, adoption, etc.). The change in election must be consistent with the QE reason.

10.6. Termination of Coverage: Coverage terminates on the last day of the month of termination, subject to the employee's voluntary election to continue coverage at the Employee's cost (COBRA election). Last day of employment shall mean the last day on which the employee works any straight or overtime time hours for which the employee is paid wages.

Eligible dependents of an employee are eligible to continue their insurance coverage upon the occurrence of the death of an employee, divorce or legal separation, the employee becoming entitled to Medicare, or dependent children when they cease to become eligible dependents. Coverage is extended under the Consolidated Omnibus Reconciliation Act

(COBRA) at 102% of the premium.

If an employee's insurance coverage terminates, or is about to terminate, he or she will be provided with an election form that will enable the employee and/or dependents to elect continuation of group health care coverage through the Company's COBRA administrator. The employee is responsible for providing the Company with the current information as to family status (i.e., separation, divorce, or dependent ineligibility for coverage).

Anything in the foregoing sections of this Article or in any other Section of this Agreement, to the contrary, notwithstanding, the Employer at any time during the life of this Agreement, may cease contributions to the Trust Fund cited in this Article, provided the Employer and the Union are in agreement and written notice is given sixty (60) days prior to the termination date.

ARTICLE 11

HOURS OF WORK AND OVERTIME

Section 11.1 - Regular Workday and Workweek. The regular workday will be determined by the requirements of the transportation schedule developed by the Company and/or its customers. In the event there is a change in a workweek schedule the Company will give as much advance notice as operationally feasible. Full time employees shall be employees who work thirty-five (35) or more hours a week. The weekly schedule shall be posted no later than the Wednesday before the next scheduled week which begins on Saturday.

Section 11.2 - Overtime Defined.

Overtime is any work in excess of forty (40) hours per week for drivers. All other employees are covered under California State Law, which pays at a rate of 1 ½ hours for every hour worked at an employee's regular rate of pay for any time after eight hours of work.

11.2.1. Unless regularly scheduled, management must approve overtime hours.

11.2.2. Overtime shall be assigned based on an employee's seniority in the classification that is scheduled for overtime. When overtime is scheduled, senior employees shall have the option to work or decline the overtime. For operational needs the junior employee(s) shall be required to work the overtime.

Section 11.3 - Overtime Compensation. Overtime shall be compensated at the rate pay of one and one half (1 ½) hours for every hour worked at an employee's regular rate of pay.

Section 11.4 - Minimum Callback. Employees called into work for hours not contiguous to

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their regular work schedule shall receive a minimum of four (4) hours compensation for each call in. Employees who are called back to work and who refuse work that they were otherwise not called back to work for, shall, for the purpose of this provision, have waived the four (4) hours minimum call back pay if their time is less than four (4) hours. When an employee is called back to work after having punched out, such employee shall receive a minimum of four (4) hours of compensation for each call in.

Section 11.5 - Overtime Distribution. Overtime shall be assigned as equally as possible among all employees who wish to work overtime. A sign-up sheet shall be posted so that employees can sign up for overtime.

ARTICLE 12 TRAINING

The Company shall provide adequate training where required to all employees, particularly drivers, in order that they can perform their jobs in the most efficient and safe manner. In addition, the Company shall pay for any driver training required under law in order to perform their job duties and responsibilities. In the event of training at another division, the employee will be provided a vehicle and paid for travel time to and from the division. The Company will continue to offer a payroll deduction plan to assist drivers acquire any needed licenses and certifications.

ARTICLE 13 CATEGORIES OF EMPLOYEES

Section 13.1 - Regular Full-Time. Employees whose regular scheduled bid 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 bid is less than thirty-five (35) hours in a workweek or employees that work on an irregular basis through the year such as weekends or in the middle of the week shall be considered Regular Part-Time.

Section 13.3 - Classification Change. Full-Time employees that bid a schedule of less than thirty-five (35) hours a week will become Part-Time providing they work less than thirty-five (35) hours a week, each week, for six (6) consecutive pay periods. A Part-Time employee may become a full time employee providing they work thirty-five (35) hours or more each week for six (6) consecutive pay periods.

ARTICLE 14 SENIORITY

Section 14.1 - Company Seniority. Company seniority will consist of an employee's

continuous service with the Company since his/her most recent hire as a Bargaining Unit employee, including continuous service commencing with a predecessor Company, and will not be broken except as provided in this Article.

Section 14.2 - Classification Seniority. Classification Seniority will consist of the total length of employment that an employee has in the job classification that they occupy since his/her date of entry into that classification within this division.

Section 14.3 – Layoffs. In the event that the Company determines that layoffs are necessary, the principle of seniority, the length of continuous service with the Company within their classification, within the division will be applied, provided the senior employee possess the qualifications and proper certification at the time of the layoff to perform the work. Seniority will also apply in cases of recall of employees when work becomes available. Laid off employees will be given a maximum of thirty (30) calendar days from the date of postmark to answer written notice to recall sent to the employee's last known address, and will return to work when notified or will have considered to self-terminate their employment with the Company.

A dispatcher designated for a layoff may take an open driving position or exercise their driver classification seniority provided said dispatcher obtains the required training and certification(s). A dispatcher must inform the Company of their intention prior to layoff and the Company will begin the qualification and training process.

Section 14.4 - Reduction of work. Where operationally feasible, management shall make accommodations to senior employees in hours of work and driver's route when there is a reduction of work and hours outside of bidded expectations. The Division Manager shall offer senior employees what work is available to meet those operational needs.

Section 14.5 - Transfers and Vacancies. Seniority will apply in cases of transfer, promotion or any movement from one job to another job whenever job openings exist with the bargaining unit.

Section 14.6 – Qualifications. In all situations in this article employees must be qualified and be in possession of the proper certifications to perform the available work in order to exercise seniority rights.

Section 14.7 - Termination of Seniority. Seniority will be terminated by;

- a. Discharge,

- b. Thirty (30) Days after voluntary quit,
- c. Twelve (12) consecutive months of layoff,
- d. Seniority will terminate ninety (90) days upon accepting a non-bargaining unit position with the division,
- e. Failure to return as scheduled from layoff or an approved Leave Of Absence, without good cause and approval by the Company.

Section 14.8 - Seniority List. The Company agrees to post a current seniority list at the beginning of each bidding cycle for route assignments.

Section 14.9 - Division Transfer. According to the terms and conditions in Sections and 14.2, any current employee of MV Transportation that is permitted to transfer into this division 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 classification seniority date for establishing bidding rights within this division.

ARTICLE 15 DISCIPLINE

Section 15.1 - 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 employees' representational rights and, upon request, will make available a Union steward at any disciplinary or investigatory meeting. The charged employee shall be given the opportunity to attend all hearings, which may result in disciplinary action.
- 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 a bargaining member's disciplinary actions shall be given to the employee.
- D. The shop steward and the Local Union shall also be given copies of discipline within ten (10) calendar days of the issuance of said discipline.
- E. Initial discipline shall occur within fourteen (14) calendar days of the Company's knowledge of an alleged infraction or incident. The Company will notify the union if an investigation will last longer than fourteen (14) calendar days to

complete.

- F. Disciplinary action taken by the Company shall be subject to the grievance procedure contained herein.

Section 15.2 - 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 15.4, Attendance Policy as listed in Section 15.5, or the Safety Policy as listed in 15.7, 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:	Written Warning Notice
Third Violation:	Final Written Warning Notice
Fourth Violation:	Subject to 3-Day Suspension/Final Warning
Fifth Violation:	Termination

If an employee does not have a non-safety related disciplinary violation for a period of twelve (12) consecutive months, then the employee will have his record cleared. This policy is based on a floating twelve (12) month time period.

Section 15.3 - Work Rules. The Company will issue all employees a current MV Employee Handbook outlining all major rules, regulations and policies. Prior to the implementation of any new or revised rule, regulation or policy in the Handbook or general rule / policy change, the Company will issue a copy of such new or changed rule / policy to each employee and the Union. Such notification shall be at least twenty (20) calendar days prior to the implementation of said rule, regulation or addendum, unless required by client or safety concerns which demand a more immediate implementation. 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, law or regulation. The Company will notify the Union in writing of all changes in policy at least twenty (20) calendar days before they are implemented. 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, policy 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.

Section 15.4 - Serious Infractions. The following violations of Company policies and rules are considered serious infractions and may 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 anytime while on duty.
- d) Threatening, intimidating, coercing, harassing (including sexually) or abusing fellow employees, passengers, customers or members of the public.
- e) Conviction of a misdemeanor or felony committed while on duty.
- f) Use of language or any other activity designed to create a hostile work environment or to offend or harass any other employee, customer or passenger based on that employee's, customer's 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.
- k) Reporting for work under the influence of intoxicating liquor or illegal drugs and/or violation of the Company's Drug and Alcohol Policy as contained 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, incident or injury immediately or at first reasonable opportunity to the dispatcher or supervisor.
- n) Solicitation, 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 15.5 - Attendance. Except for the changes listed in this Section, the Attendance Policy outlined in the MV Employee Handbook will be utilized and followed for any and all attendance violations/disciplines. Upon reaching seven (7) points, employees will be given written warnings for each attendance point and will be subject to termination upon reaching ten (10) attendance points. The Company agrees to abide by the employees' Weingarten Rights, when requested, in such cases.

Section 15.6 - Recognition of Good Attendance. When an employee works two (2) full calendar months without an occurrence, one Point shall be deducted from the employee's total points. Such Point deducted shall be the one that is the furthest back at the close of the two (2) calendar month no-occurrence period.

Section 15.7 - Safety Policy. Because our clients rely upon MV Transportation for qualified, well trained safe drivers with a good safety record, it is essential for us to

serve our clients in a safe and professional manner. 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. Unless in conflict with the terms of this Agreement, 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 15.8 - 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 secure straps or devices, as determined by the Company, are provided in the vehicle.

Section 15.9 - Cell Phone Use.

Violations of this Section may be grounds for immediate termination.

- 1) Any use of cellular telephones and other personal communication devices (PCDs) which include hands-free devices (e.g. Smartphones, tablets / pads, Bluetooth, Blackberries, Pagers, and Text Messaging devices) during the operation of a company vehicle is prohibited. A Company vehicle is defined as any vehicle designed or used to transport passengers. (e.g., Busses, Cars, Vans, Trucks). Violations of this paragraph shall be grounds for immediate termination.
- 2) PCDs may be used only when they do not pose a risk to safe driving. The vehicle must always be in a safe location, in park, and emergency/parking brake engaged.
- 3) When the Company Vehicle is secured, as defined in #2, the use of PCDs is permitted and should be limited to break or meal periods.
- 4) The use of PCDs for personal calls during your working hours is discouraged, but in the event that there is a need, the use of such electronic devices must not cause delays of schedules.
- 5) If it becomes necessary to use a PCD in a bona fide emergency situation, and where permitted by law, employees must pull over, park in a safe location and secure the vehicle prior to using such device.

ARTICLE 16 LEAVES

Section 16.1 - Sick Leave. Sick Leave shall be considered as approved leave off for employees who have earned it under the provisions outlined in Article 20 and who have approved scheduled time off by management.

Section 16.2 - Vacation. Vacation credit for eligible employees is earned each month on a proportionate basis based on the percent of time or number of hours on a pay status for that month at a rate determined by the length of qualifying service. Employees must be on pay status at least one-half of the working hours of a month to earn vacation credits for that month.

Accrual: Vacation credit will be earned by an eligible employee on a pay status beginning the first month during which the required qualifying service is completed, at the follow rates:

Full time employees start to accrue vacation following their probationary period at the rate of 3.33 hours per month.

The accrual rate increases to 6.66 hours per month after three years of full time employment.

The accrual rate increases to 10 hours per month after five (5) years of service.

Vacation shall be scheduled based on seniority. Employees shall make every effort possible to give advance notice to the Company for vacation requests. Each year commencing January 1 through March 31 all employees shall submit their vacation requests for the year. After March 31st senior employee shall be granted the vacation requests provided it is operationally feasible. Any requests submitted after March 31st shall be on a first submittal basis.

Employees shall be allowed to cash out vacation hours in excess of one hundred twenty (120) hours. 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. Vacation cash outs must be requested in writing by December 31st of the previous calendar year from the request 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

Vacation carry-over: Employees may carry over vacation days to the following year. At no time shall the employee have more than one hundred seventy five percent (175%) of their total annual accrual amount, no more vacation may be earned (accrued) until the vacation balance falls below that level.

Example: An employee earns 40 hours of vacation annually. 175% of 40 hours would be 70 hours. So the employee's maximum vacation balance would be 70 hours.

Section 16.3 - Family and Medical Leave Laws

16.3.1. The Company and the Union agree to be bound by the state and federal family and medical leave laws. The employee will be granted a leave of absence pursuant to the eligibility requirements provided for in the laws.

16.3.2. However, notwithstanding the above, the Company will allow as many employees as operationally feasible to take approved leave off when the request is submitted in advance and allows the Company to accommodate requests for time off by more than one employee at the same time.

Section 16.4 - Bereavement Leave. The Company shall provide time so that individuals attending to a death in the immediate family shall be allowed up to three (3) days of paid bereavement leave. Immediately family will be defined as the employee's current spouse, domestic partner, mother, father, son, daughter, sister, brother and current mother-in-law/father-in-law; or grandchildren. Additional days off without pay, may be requested for extenuating circumstances. The Company can request verification of death (i.e. obituary or copy of death certificate) from the employees exercising their rights under this provision.

Section 16.5 - Personal Leave. Employees who wish to take a personal leave of absence must put their request in writing and submit it to the location General Manager. Leaves will be responded to in writing by the Company, and those that are approved will contain the beginning and ending dates of the leave. A request for an extension of leave must be in writing by the employee and approved by the Company.

Section 16.6 - Voluntary Furloughs. The Union and Company have agreed on a voluntary furlough program whereby employees may volunteer for time off in lieu of a layoff or a reduction of work hours.

Section 16.7 - Union Leave. Employees who give the Company notice, who need to be absent from work due to union business shall, upon approval from the General Manager or his/her designees, be granted that unpaid leave. No more than two employees shall be granted time for the same leave and that leave shall not exceed one week.

ARTICLE 17 GRIEVANCE PROCEDURE

Section 17.1 - Definition. A grievance is a claim that the Company or Union has violated an express, specific provision of this Agreement. In the event such a claim is made, the following procedures must be followed.

Section 17.2 - 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) calendar days following the occurrence or knowledge of occurrence out of which the grievance arose. Failure to present the

grievance within fifteen (15) calendar 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) calendar 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) calendar 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 HR/Labor Relations, or his designee within ten (10) calendar 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 HR/Labor Relations, or his designee, and a representative of the Union will meet in person or via conference call within ten (10) calendar 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) calendar days of the meeting the Director of HR/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 submit the grievance to an arbitrator or upon agreement of the Parties, to a State Mediator.

Section 17.3 - 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 nor shall be allowed in the proceedings.
- (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 and expenses 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 17.4 - 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) calendar 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 agree 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.

Section 17.5 - Disciplinary Grievances.

17.5.1. Employees must be disciplined for just cause. Before an employee is discharged or suspended by the Company, there shall be a meeting arranged immediately between the General Manager for the Company and the highest available official for the Union to discuss the circumstances surrounding the discharge or suspension.

17.5.2. When an employee is discharged or suspended the Union shall, within three (3) working days, receive written notice for such discharge or suspension.

Section 17.6 - General Provision of Grievance Procedure.

17.6.1. The Union agrees that it will not initiate or pursue any other avenue of redress on any matter properly within the scope of representation, except where the law does not require

the exhaustion of administrative remedies, until the provisions of this grievance procedure, including arbitration, have been utilized and completed.

17.6.2. Working days as used in this Article shall be defined as the regularly scheduled working days of the employee, or the authorized representative of the Union, filing or appealing the grievance and the regularly scheduled working days of the appropriate representative of the Company responsible for replying to the grievance.

17.6.3. The parties hereby agree that an arbitrator's award issued pursuant to this grievance procedures shall be considered a judgment and the arbitrator's opinion shall be final and binding on both parties.

ARTICLE 18 SAFETY BONUS

Each non-probationary employee shall be eligible to participate in the Company's "Destination Zero" Safety Bonus program. For each quarter (Jan-Mar/Apr-Jun/Jul-Sept/Oct-Dec) that an employee has worked and has met the eligibility qualifications outlined below, they will receive four (4) hours of bonus pay.

- a. Zero preventable safety incidents,
- b. Zero unapproved absences, and
- c. Zero verifiable negative customer comments

Vacation/Sick usage will not disqualify the employee from receiving the bonus. Payment shall be made through regular payroll, no later than thirty (30) days after the close of each quarter.

ARTICLE 19

NON-BARGAINING UNIT EMPLOYEES PERFORMING 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, instructing an employees, 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 notify the Union as soon as possible of a non-bargaining unit employee

performing bargaining unit work. The Union reserves the right to grieve the Company's use and application of this Article.

ARTICLE 20 SICK LEAVE

Full-time employees shall be eligible for four (4) hours of sick pay for every calendar month, up to a maximum of forty-eight (48) hours annually. Part-time employees are eligible for two (2) hours a month up to a maximum of twenty-four hours annually. Employees are eligible to utilize sick pay after ninety (90) calendar days of employment. For purposes of this Article only, verified illness, emergencies, or situations outlined in the California Paid Sick Leave law shall be considered an excused absence for the first twenty (24) hours. Employees with approved time off leave must work a minimum of one-half of their scheduled shifts in that calendar month.

Sick pay may not be cashed in. Sick pays may not be carried over from year to year. Sick Pay will not be used for the purposes of calculating overtime. Sick pay will not be paid out upon termination. Sick leave after the first twenty-four (24) hours will not be considered approved time off. Employees may donate any sick pay that they have earned to another eligible employee for the purpose of assisting a fellow employee during a time of hardship.

The Company will comply with the California Paid Sick Leave law where applicable.

ARTICLE 21 HOLIDAYS

The following days shall be designated as paid holidays. Employee having to work on these days shall receive their regular rate of pay in addition to the holiday pay. Employees are eligible for Holidays following their probationary period. Employees must work their scheduled day before and after a holiday in order to receive Holiday pay.

Section 21.1.

New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day

Effective upon ratification: Employees' birthday, and Martin Luther King, Jr., Day.

Section 21.2.

Part time employees shall be eligible for the following paid holidays:

- Thanksgiving Day
- Christmas Day

- New Year's Day
- Independence Day

Effective upon ratification: Employees' birthday, and Martin Luther King, Jr., Day.

ARTICLE 22 ROUTE ASSIGNMENTS

Section 22.1 - Driver's Routes. Drivers will be assigned routes based on a driver's seniority. Shifts/Routes shall be picked by seniority as described in the following section:

Section 22.2 - Bid Shift Procedures.

22.2.1. All runs will be selected by classification seniority for those operators in the driver classification at the time of the bid

22.2.2. Bid will be conducted at least twice a year, once in May for June and once in July for August. The parties may mutually agree on an additional bid or mini-bid subject to seasonal changes in the schedule or operational need.

22.2.3. The runs will be posted for seven (7) days before bidding and they will list the approximate hours and the run assignment on the sheet. The bid will be posted at a readily

visible location and at a minimum there shall be one posting of list on the Union member bulletin board.

22.2.4. Each employee in the order of their seniority shall select their route before they sign the run sheet. Once employee signs he/she shall be assigned to that route.

22.2.5. Employees that elect to bid on a driver operator position that is open, shall upon successfully completing the bid process as outlined in Article 25 of the Agreement for Drivers, shall have selection rights for route and shift only after incumbent drivers have selected routes based on provisions 1 through 4 above. At the next scheduled bid process for driver routes their selection rights would be as outlined in paragraphs a through d) above.

22.2.6. A driver that has been off work for more than thirty (30) days without a written return date from a physician due to illness or injury shall not be allowed to bid for a driver's position. However, upon returning to work that driver has the right to displace a driver on any run that is junior in seniority.

22.2.7. - Special Bids.

22.2.8. Runs that become permanently open 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.) affected by this process.
- C. The third open route that is affected by this process will remain open and filled at management's discretion until the next master re-bid.

Section 22.3. Employees out on an approved protected leave shall be entitled to return to the route they held prior to the leave. The Division Manager has the discretion to fill the temporary vacancy until the return of the employee who is out on leave. Filling vacancies due to protected leaves shall be filled by available employees in seniority order. Should the employee be out on leave during a master re-bid, their route selection shall be made by proxy for a new route assignment.

ARTICLE 23 GENERAL PROVISIONS

Section 23.1. Upon termination of MV Transportation's contract with LTA, any accrued employee benefits shall be payable upon termination. In addition, the Company agrees to comply with County, State, and Federal laws in regard to employees' rights and entitlements upon termination of employment with MV Transportation.

Section 23.2. The Company's Substance Abuse Policy has been reviewed by the Company and the Union. Such provisions are expressly made a part of this Agreement. Furthermore, it is agreed that Voluntary Rehabilitation language in the Policy is intended to protect an employee's job should an employee utilize that section of the Policy.

ARTICLE 24 401(K) BENEFITS

Section 24.1: The Company shall provide a 401K Retirement Savings Plan to all employees effective after thirty (30) calendar days. Effective January 1, 2020, the Company shall match \$.20 for every dollar an employee contributes to this plan up to six (6%) percent of an employee's annual salary.

Section 24.2-Pension:

Employer's Contributions: Effective January 1, 2024, the Employer shall pay into the Western Conference of Teamsters Pension Trust on account of each member of the bargaining unit for each hour for which compensation was paid to a maximum of 2080 hours per calendar year. The hourly contribution rate shall be twenty-five cents (\$0.25) per compensable hour.

Effective January 1, 2025, the Employer shall pay into the Western Conference of Teamsters Pension Trust on account of each member of the bargaining unit for each hour for which compensation was paid to a maximum of 2080 hours per calendar year. The hourly contribution rate shall be fifty cents (\$0.50) per compensable hour.

Section 24.3 - Contributions The total amount due for each calendar month shall be

remitted in a lump sum not later than ten (10) days after the last business day of each month. The Employer agrees to abide by such rules as may be established by the Trustees of said Trust to facilitate the determination of the hours for which contributions are due, the prompt and orderly collection of such amounts and the accurate reporting and recording of such hours and such amounts paid on account of each member of the bargaining unit. Failure to make all payments herein provided for within the time specified shall be a breach of this Agreement.

ARTICLE 25

REVISED AND/OR NEW JOB DESCRIPTIONS

The Company will provide notice to and, upon request, meet and bargain with the Union prior to implementation of new or revised job descriptions.

ARTICLE 26

REST AND LUNCH PERIODS

Section 26.1 - Meal Periods. The Union and the Company intend for this section to comply with the "opt-out" provisions of California Labor Code section 512(e) with respect to all commercial drivers as defined in California Labor Code sections 512(f)(2) and (g)(1) employed in the bargaining unit.

Section 26.2. Every employee who is scheduled for or works more than six (6) hours during a workday shall be provided with a thirty (30) minute meal period commencing no later than five hours and thirty minutes into the shift. Every employee who is scheduled for and works in excess of twelve (12) hours during a workday shall be provided with a second thirty (30) minute meal period prior to the completion of the tenth (10th) hour of the workday. These meal period(s) shall be unpaid unless it is an "on duty" meal period. The Union hereby agrees that employees who cannot be relieved of all duties during the employee's meal period due to the nature of the employee's work, as determined in the sole judgment of the Company, shall be subject to an on- duty paid meal period agreement. With respect to non-driver employees only, the Union alone may revoke the on-duty meal period agreement at any time. An on duty meal period means the employee may have something to eat while he or she remains on duty (and on the clock) in such a manner so as not to hinder their ability to perform their job safely. 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.

Section 26.3. The Union 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 five (5) hours but no more than six (6) hours during a workday. The Union also agrees on behalf of all employees in the bargaining unit to waive any second 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 in a workday.

Section 26.4. Any employee 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 the appropriate supervisor within seventy-two (72) hours of the end of the shift in which the meal period was allegedly denied or shall be deemed to have waived any right to recover for any failure by the Company to provide the employee with a meal period during such shift.

Section 26.5. To the extent the Company fails to provide meal periods in accordance with this Agreement, employees shall be entitled to the remedies to which they would be entitled under California law. Provided, however, that no claim may be brought for any meal period violation that occurred more than thirty (30) days before a grievance is submitted to the Company for the violation.

Section 26.6. Rest Periods: Every 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 the employee is not required to operate or remain in the vehicle. It is the responsibility of employees to take rest periods. It is agreed that, to the extent possible, rest periods will be taken at end of line locations where it is safe to park and does not adversely impact passengers or service. If a rest period is interrupted due to business needs, the affected employee is authorized and permitted to take anew, complete ten-minute rest period in place of the interrupted rest period.

Section 26.7. Any employee who believes that he/she did not receive a proper rest period in accordance with this Agreement or law shall make such claim, in writing, to the appropriate supervisor within seventy-two (72) hours of the end of the shift in which the rest period was allegedly denied or shall be deemed to have waived any right to recover for any failure by the Company to provide the employee with a rest period during such shift.

Section 26.8. To the extent the Company fails to provide rest periods in accordance with

this Agreement, employees shall be entitled to the remedies to which they would be entitled under California law. Provided, however, that no claim may be brought for any rest period violation that occurred more than thirty (30) days before a grievance is submitted to the Company for the violation.

Section 26.9. Any and all disputes or claims alleging that an employee was not provided with one or more meal or rest periods in accordance with the requirements of this Agreement or law shall only be subject to resolution or determination through the grievance and arbitration provisions of this Agreement, which arbitration shall be final and binding on all parties, and may not be brought in any other forum. No meal or rest period claim for an alleged violation occurring more than thirty (30) days before the submission of a grievance on the violation shall be subject to arbitration, and all such claims shall be deemed to be waived. The Union and Company further agree that there will be no right or authority for any dispute regarding meal or rest periods to be brought, heard or arbitrated as a class, collective or representative action.

However, claims by several drivers may be submitted or consolidated and processed as one grievance.

Section 26.9.1. Employee covered by this Agreement are to have nine (9) hours off duty before assuming another shift. That's eight (8) hours rest and one (1) hour call.

ARTICLE 27

HIRING PROCEDURES/PROMOTIONS

The Company shall provide to employees all existing policies/procedures on the posting of vacancies and promotional opportunities.

Section 27.1. All job openings will be posted with job descriptions and minimum requirements, and it is the employee's responsibility to apply in writing to the manager within the posted time limits. The Company shall make every effort to accommodate an employee's seniority, however selection will be based on the best qualifications for the open position.

Section 27.2. All employees entering a new position shall be provided the tools and resource needed to perform the job in an efficient and safe manner.

Section 27.3. Drivers shall receive the required training to perform their job in an efficient and safe manner.

ARTICLE 28

PART-TIME EMPLOYEES

Part-time employees shall be employees who work less than thirty-five (35) hours a week. For the purpose of seniority part-time employees shall be behind full time employees when it comes to assigning full time work schedules. Part-time employees shall have four (4) paid Holidays. Employees who work more than thirty-five (35) hours a week for more than ninety (90) calendar days shall be considered full time employees and subject to the benefits that apply for full time employees. If full time employees work less than thirty-five (35) hours for more than ninety (90) calendar days, they shall be considered part time employees until they resume their full time status.

ARTICLE 29

ADDITIONAL REVENUE FROM LOCAL TRANSIT AUTHORITY

The Union agrees to work with MV Transportation to secure additional funding during the terms of the contract between the Company and Local Transit Authority (LTA). Should the MV Transportation obtain a higher increase from Local Transit Authority (LTA) in any year and option years, that increase will be passed along to the employees covered by this agreement.

ARTICLE 30 PROBATIONARY PERIODS

All employees hired into shall serve an initial probationary period of ninety (90) calendar days. The Company, at its option, can extend a probationary employee for additional thirty (30) days upon written notice to the employee. Such written notice shall include reasons for the extension and identify areas improvement the employee must make.

ARTICLE 31

NO STRIKE, NO LOCKOUT

The Union agrees that during the term of this Labor Agreement neither it nor the employees it represents will engage in, encourage, sanction, support, any job or other actions, or strike which would involve suspension of or interference with normal work of Company operations.

In the event of any job actions as described above, the Union will immediately notify involved employees that the action(s) is in violation of this section, and direct them to cease the action(s).

The Company agrees that it will not lock out its employees for the duration of this Agreement.

ARTICLE 32

FULL UNDERSTANDING, MODIFICATION & WAIVER

This Labor Agreement sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

ARTICLE 33 SAVINGS PROVISION

If any provisions of this Labor Agreement are held to be contrary to law by a court of competent jurisdiction, such provisions will not be deemed valid and subsisting except to the extent permitted by law or agency of the State and/or Federal Government, but all other provisions will continue in full force and effect.

ARTICLE 34 D.R.I.V.E.

The Company agrees to deduct from the paycheck of all employees covered by this Agreement, voluntary contributions to DRIVE. DRIVE shall notify the Company 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 Company shall transmit to DRIVE national 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 employees Social Security number, and the amount deducted from the employee's paycheck.


ARTICLE 35 BUS WASHING

Effective upon the new revenue contract, the Company shall provide a designated bus washer to wash the buses. After the position is filled, bus drivers shall not be responsible for washing the buses on a regular basis. Drivers may be instructed to wash their bus in the case of an unforeseen absence of the bus washer, on a limited basis.

ARTICLE 36 DURATION

This Agreement shall become effective the date of ratification and shall remain in full force And effect through the 30th day of December 31, 2025 and thereafter shall continue in effect from year to year; provided, however, that either party desiring to modify or amend the Agreement may do so by giving the other party at least sixty (60) days written notice before December 31, 2025 and each subsequent anniversary date. In the event that notice of desire to modify or amend is given, the parties shall engage in negotiations until agreement is reached or until this Agreement is terminated, as hereinafter provided. During said negotiations, this Agreement shall remain in full force and effect, provided that on or after December 31, 2025 or of any year thereafter, either party may terminate this Agreement upon giving ten (10) calendar days written notice to the other party. Negotiations and all terms of this Agreement shall continue during the entire period to the effective date of the termination.

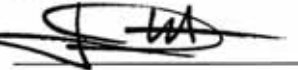
COMPANY:


Heidi Heath
Director of Labor Relations
MV Transportation

January 19, 2023

Date Executed:

UNION:


General Teamsters Local
Union No. 890

1/19/2023
Date Executed:

APPENDIX A
Wages

DRIVER	Current Rate	1/1/2023	1/1/2024	1/1/2025
Start	16.00	17.00	24.00	24.75
After 1 year	16.15	17.13	24.75	25.50
After 2 years	16.30	17.29	25.50	26.00
After 3 years	16.55	17.56	26.25	26.75
After 4 years	16.82	17.84	27.00	27.75
After 5 years	18.49	19.62	27.75	28.50
After 6 years	19.26	20.43	28.75	30.00

Dispatcher – Wages (\$.25 above the driver rate for corresponding year of service)

DISPATCHER	Current Rate	1/1/2023	1/1/2024	1/1/2025
Start	16.25	17.25	24.25	25.00
After 1 year	16.40	17.38	25.00	25.75
After 2 years	16.55	17.54	25.75	26.25
After 3 years	16.80	17.81	26.50	27.00
After 4 years	17.07	18.09	27.25	28.00
After 5 years	18.74	19.87	28.00	28.75
After 6 years	19.51	20.68	29.00	30.25

Those employees at the 6 Years scale will remain on the six-year scale. Long tenured employees on the scale (“Grandfathered employees”) shall receive the following increases (until the wage scale catches up to them). No employee’s wages shall be reduced in the application of this wage scale:

1/1/2023: 6.0%
1/1/2024: 3.0% OR “After 6 years scale” – whichever rate is greater

Anniversary (length of service) increases shall take effect on the first day of the payroll period following the employee’s date of hire.

Sections - Contract Minimums:

An employee covered by this Agreement shall be assigned to one of the classifications shown under this Article. The employee shall receive an hourly rate of pay equal to or greater than the rate contained within this Article, however, the rates are contract minimums, and the Employer retains the right to pay greater than these rates of pay.

Appendix I: Specialized Transportation Personnel Wages

Position	Status	Pay Rate
Driver	Regular, Full-Time	
Driver	Regular, Full-Time	
Coordinator	Regular, Part-time	
Driver	Regular, Part-time	
Driver	Regular, Part-time	
Driver	Regular, Part-time	
Driver	Back-up, Part-time	

Appendix J: Definitions of Acronyms and Terms

ADA	Americans with Disabilities Act
BPAC	Bicycle and Pedestrian Advisory Committee
CHP	California Highway Patrol
CE	County Express
Contractor	The successful proposer to whom a contract is awarded
Days	Refers to business days of the LTA when used in context with the LTA's proposal protest procedures and refers to working days of the federal government when used in connection with FTA requirements/procedures
Deadhead Time	Refers to time expended by the contractor operating revenue vehicles in non-revenue service
Deadhead Miles	Refers to mileage expended by the contractor operating revenue vehicles in non-revenue service
Extra Work	Items that are not included in the lump sum price proposal of the proposer but are separate cost items that may or may not be authorized for work by the LTA to the Contractor during the term of any contract
Farebox Recovery	Refers to the percentage of transit operating costs recovered from transit users through the receipt of fares
Fare Media	Refers to all fare payment instruments used to board LTA vehicles, including, but not limited to, monthly passes, punch passes, day passes, tokens, transfers, electronic mobile passes, and subsidized fare media
FTA	Federal Transit Administration

LTA	San Benito County Local Transportation Authority
MIS	Management Information Systems
Missed Trips	Refers to a trip that begins more than fifteen (15) minutes after its scheduled departure time or a trip scheduled as part of normal revenue service that fails to operate.
MSAP	Medical Shopping Assistance Program
Non-Revenue Vehicles	Any vehicles not used in revenue service
NTD	National Transit Database
OSHA	Occupational Safety and Health Administration
OOCMT	Out-of-County Non-Emergency Medical Transportation
Proposer	Any organization submitting a proposal in response to this Request for Proposal
Proposal	An offer submitted by a Proposer as used in the context of this Request for Proposal
Road calls	Unscheduled maintenance performed at a location other than the designated vehicle maintenance facility
Revenue Vehicles	Publicly owned vehicles used to operate the service, and provided to Contractor by the LTA
Revenue Service	Revenue Service for Fixed Route and Intercounty service begins upon arrival at the first scheduled bus stop and ends upon departure from the last scheduled drop off of the day. Revenue service for Paratransit, Dial-A-Ride, and Specialized Transportation Services begins with the first passenger pick-up and ends when there are no paying passengers on-board. Revenue service does not include lunches or layovers of more than 15 minutes.
RFP	Request for Proposals #2024-01
Scheduled Timepoint	A bus stop with departure times specifically noted in County Express public information materials
SLTP	Senior Lunch Transportation Program
SSTAC	Social Services Transportation Advisory Council
ST	Specialized Transportation
Subscription Service	Provision of repetitive trips over an extended period of time without requiring that individuals call to request reservations for each trip

Successful Proposer	The proposer to whom the contract is awarded.
TAC	Technical Advisory Committee
TDA	Transportation Development Act
Trips	An LTA vehicle departing any scheduled time-point in revenue service.
Type II Vehicle	A 12-passenger vehicle with two wheelchair spaces and requires a Class B license to operate.

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