



Regular Meeting of the Board of Directors

Tuesday, March 24, 2026

10:00 a.m.

Antelope Valley Transit Authority Community Room
42210 6th Street West, Lancaster, California
www.avta.com

AGENDA

For record-keeping purposes and in case staff needs to contact you, we request that the speaker card located at the Community Room entrance be completed and deposited with the AVTA Clerk of the Board. This will then become public information. Please note that you do not have to complete this form or state your name. A three-minute time limit will apply to all speakers except staff members.

In accordance with the Americans with Disabilities Act of 1990, if you require a disability-related modification or accommodation to attend or participate in this meeting, including auxiliary aids or services, please contact the Clerk of the Board at (661) 729-2232 at least 72 hours prior to the scheduled Board of Directors meeting. All accommodation requests will be handled swiftly and resolving all doubts in favor of access.

Translation services for Limited English Proficiency (LEP) persons are also available by contacting the Clerk of the Board at least 72 hours prior to the meeting.

Please turn off or set to vibrate cell phones, pagers, and other electronic devices for the duration of this meeting.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL:

Chairman Marvin Crist, Vice Chair Dianne Knippel, Director Eric Ohlsen, Director Richard Loa, Director Raj Malhi, Director Michelle Royal

APPROVAL OF AGENDA

PUBLIC BUSINESS – AGENDIZED AND NON-AGENDIZED ITEMS:

If you would like to address the Board on any agendized or non-agendized items, you may present your comments now. For record-keeping purposes and so that staff may contact you if needed, we request that a speaker card, located in the Community Room lobby, be completed and provided to the Clerk of the Board. This will then become public information. Please note that you do not have to complete this form or state your name to speak.

State law generally prohibits the Board of Directors from acting on or discussing non-agenda items; therefore, your matter will be referred to the authority's Executive Director/CEO for follow-up. A three-minute time limit will apply to all speakers other than staff members.

SPECIAL REPORTS, PRESENTATIONS, AND REQUESTS FOR DIRECTION (SRP): During this portion of the meeting, staff will present information not generally covered under regular meeting items. This information may include, but is not limited to, budget presentations, staff conference presentations, or information from outside sources related to the transit industry. **Staff will seek directions as is necessary from the Board with regard to the following item(s).**

- SRP 1 LEGISLATIVE REPORT FROM SENATOR SUZETTE VALLADARES' OFFICE – THOMAS MORENO
- SRP 2 LEGISLATIVE REPORT FROM ASSEMBLYMEMBER TOM LACKEY'S OFFICE – ANNA ZARLEY
- SRP 3 PRESENTATION TO MV TRANSPORTATION OPERATOR OF THE MONTH FOR JANUARY AND FEBRUARY 2026 – GENIE MAXIE
- SRP 4 PRESENTATION TO AV TRANSPORTATION SERVICES (AVTS) OPERATOR OF THE MONTH FOR FEBRUARY 2026 – AMALIA RODRIGUEZ
- SRP 5 AVTS DIAL-A-RIDE AND MICROTRANSIT KEY PERFORMANCE INDICATORS (KPI) REPORT FOR FEBRUARY 2026 – ART MINASYAN
- SRP 6 LEGISLATIVE REPORT UPDATE FOR MARCH 2026 – JUDY VACCARO-FRY
- SRP 7 MAINTENANCE KPI REPORT FOR FEBRUARY 2026 – JOSEPH SANCHEZ
- SRP 8 OPERATIONS KPI REPORT FOR FEBRUARY 2026 – JOSEPH MORIARTY

CONSENT CALENDAR (CC): Consent items may be received and filed and/or approved by the Board in a single motion. If any member of the Executive Board wishes to discuss a consent item, please request that the item be pulled for further discussion and potential action.

CC 1 BOARD OF DIRECTORS MEETING MINUTES OF FEBRUARY 24, 2026 – DEEANNA CASON

Recommendation: Approve the Board of Directors Regular Meeting Minutes of February 24, 2026.

CC 2 FINANCIAL REPORT FOR FEBRUARY 2026 – VIANNEY MCLAUGHLIN

Recommendation: Receive and file the Financial Report for February 2026.

CC 3 FISCAL YEAR 2025/2026 (FY 2026) LOS ANGELES COUNTY SHERIFF'S DEPARTMENT MONTHLY REPORT FOR FEBRUARY 2026 – DEEANNA CASON

Recommendation: Receive and file the FY 2025/2026 (FY 2026) Los Angeles County Sheriff's Department Monthly Report for February 2026.

CC 4 MARKETING AND COMMUNICATIONS LOG – JAMES ROYAL

Recommendation: Receive and file the Marketing and Communications Log for (February 11 through March 11, 2026).

CC 5 DESTRUCTION OF AVTA RECORDS – PAULINA HURLEY

Recommendation: In accordance with AVTA's Record Retention Policy, authorize the destruction of the on-site records (paper, electronic, audio, photographic, etc.) detailed on the Records Destruction list.

NEW BUSINESS (NB):

NB 1 CONSIDERATION AND ACCEPTANCE OF THE ANNUAL VACANCIES, RECRUITMENT, AND RETENTION EFFORTS REPORT IN COMPLIANCE WITH AB 2561 (GOVERNMENT CODE §3502.3) – AMBER JOHNSON

Recommendation: Conduct a public hearing to present an overview of current job vacancies, recruitment, and retention efforts to comply with Assembly Bill 2561/Government Code Section 3502.3. a. Open public hearing; b. Receive staff report; c. Receive public testimony; d. Close public hearing.

CLOSED SESSION (CS):

PRESENTATION BY LEGAL COUNSEL OF ITEM(S) TO BE DISCUSSED IN CLOSED SESSION:

CS 1 Conference with Legal Counsel – Pursuant to Government Code Section 54956.9(d)(2)
Significant exposure to litigation (two potential cases)

CS 2 Conference with Legal Counsel – Pursuant to Government Code Section 54956.9(d)(4)

RECESS TO CLOSED SESSION

RECONVENE TO PUBLIC SESSION

REPORT BY LEGAL COUNSEL OF ACTION TAKEN IN CLOSED SESSION

REPORTS AND ANNOUNCEMENTS (RA):

RA 1 REPORT BY THE EXECUTIVE DIRECTOR/CEO

MISCELLANEOUS BUSINESS – NON-AGENDA BOARD OF DIRECTORS ITEMS:

During this portion of the meeting, Board Members may address non-agenda items by briefly responding to statements or questions posed by the public, asking a question for clarification, making a brief announcement, or making a brief report on their activities. **State law generally prohibits the AVTA Board of Directors from taking action on or discussing items not on the agenda.** Matters will be referred to the Executive Director/CEO for follow-up.

ADJOURNMENT:

Adjourn to the regular meeting of the Board of Directors on April 28, 2026, at 10:00 a.m. in the Antelope Valley Transit Authority Community Room, 42210 6th Street West, Lancaster, CA.

The agenda was posted by 6:00 p.m. on March 20, 2026, at the Antelope Valley Transit Authority entrance, 42210 6th Street West, Lancaster, CA 93534.

Copies of the staff reports and attachments or other written documentation relating to each proposed item of business on the agenda presented for discussion by the Board of Directors are on file in the Office of the Executive Director/CEO. Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the AVTA to the Board of Directors less than 72 hours prior to that meeting are on file in the Office of the Executive Director/CEO. These documents are available for public inspection during regular business hours at the Customer Service window of AVTA, 42210 6th Street West, Lancaster, or by contacting the Clerk of the Board at (661) 729-2232.



FY 2026 MONTHLY OPERATIONS
KEY PERFORMANCE INDICATORS

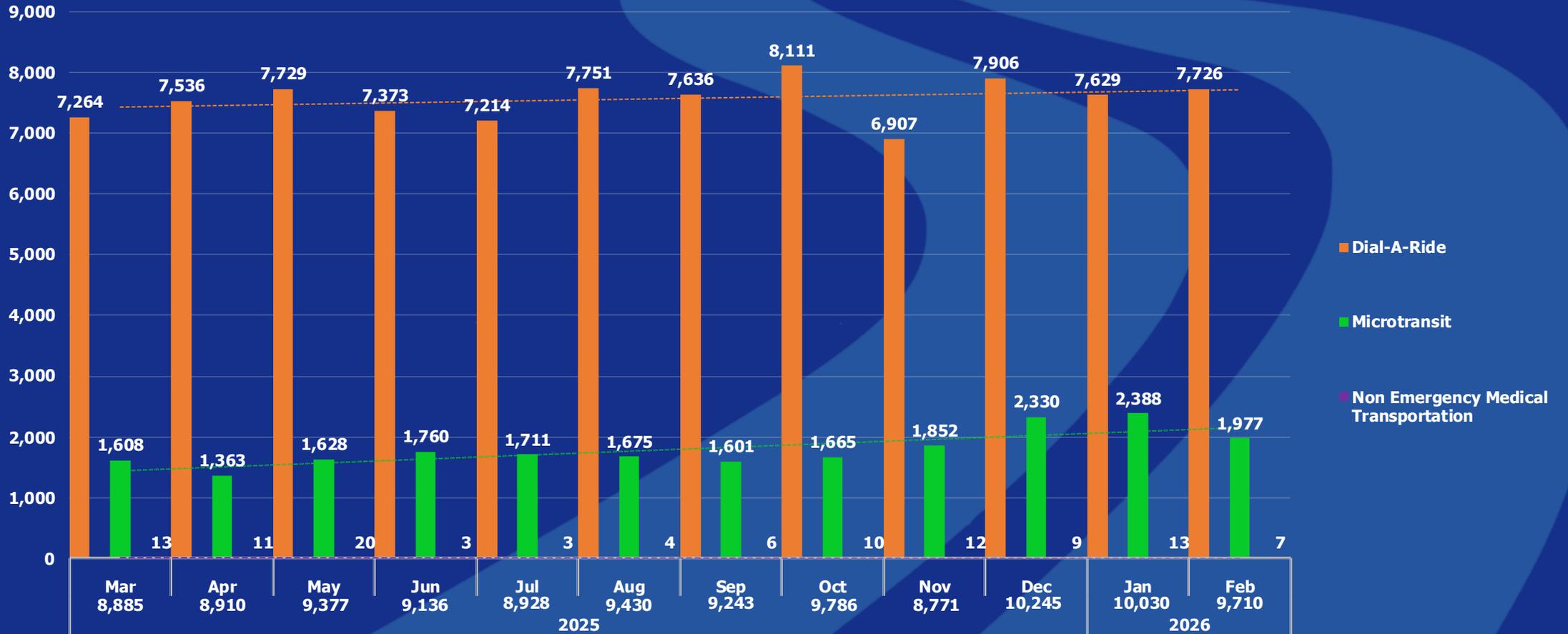
February

PRESENTATION BY ARTZRUN MINASYAN
TO THE AVTA BOARD OF DIRECTORS

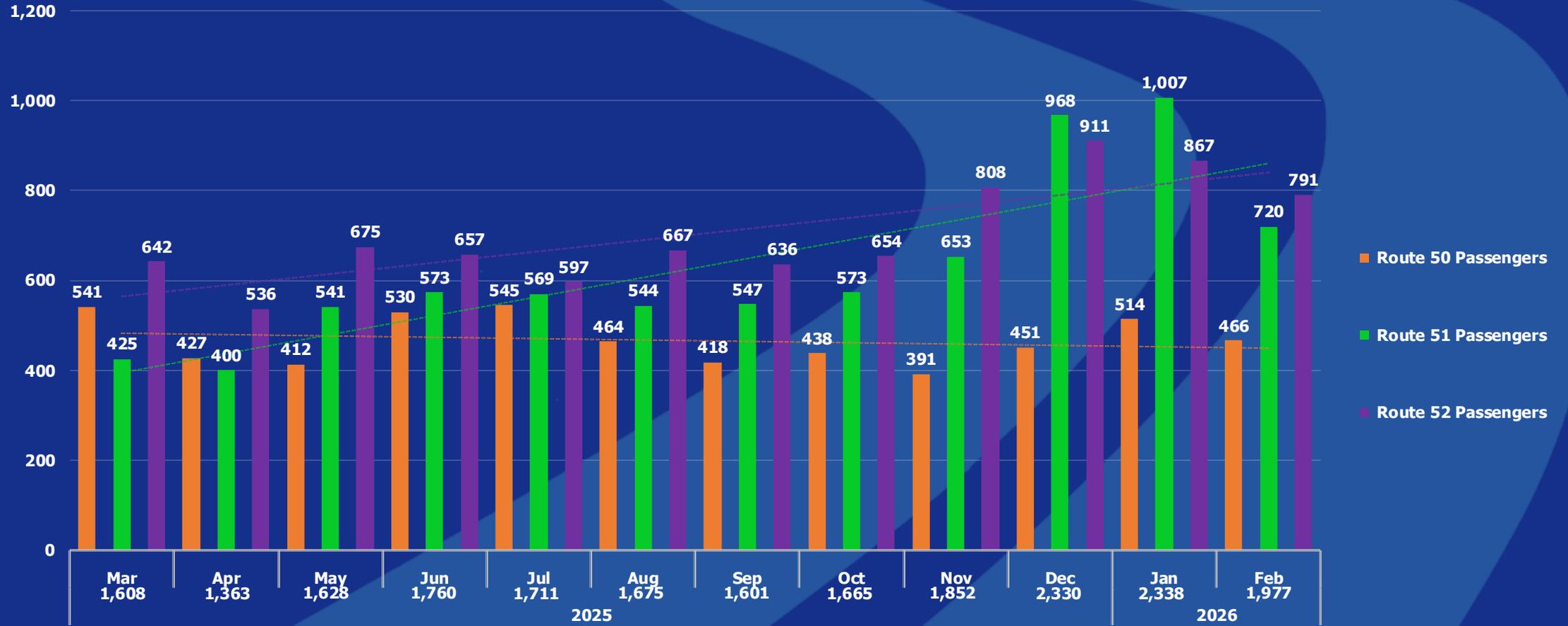


March 24, 2026

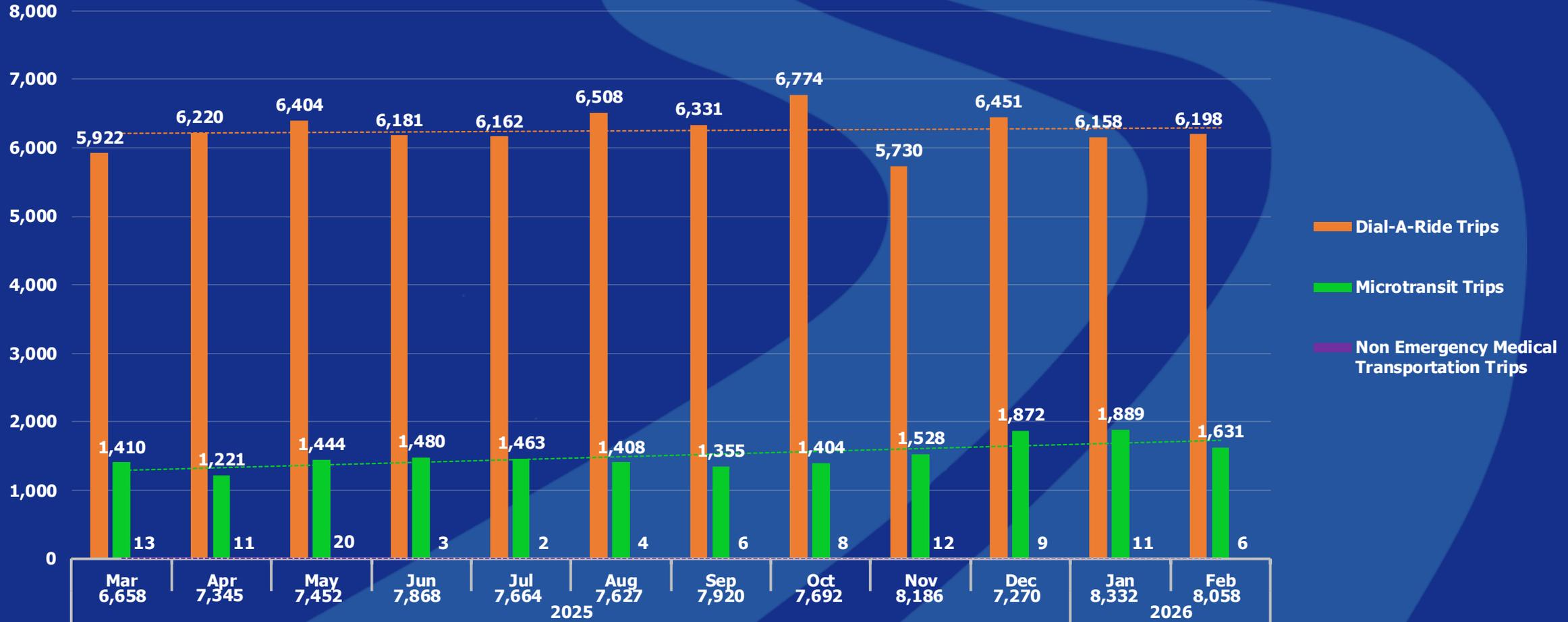
PASSENGER RIDERSHIP



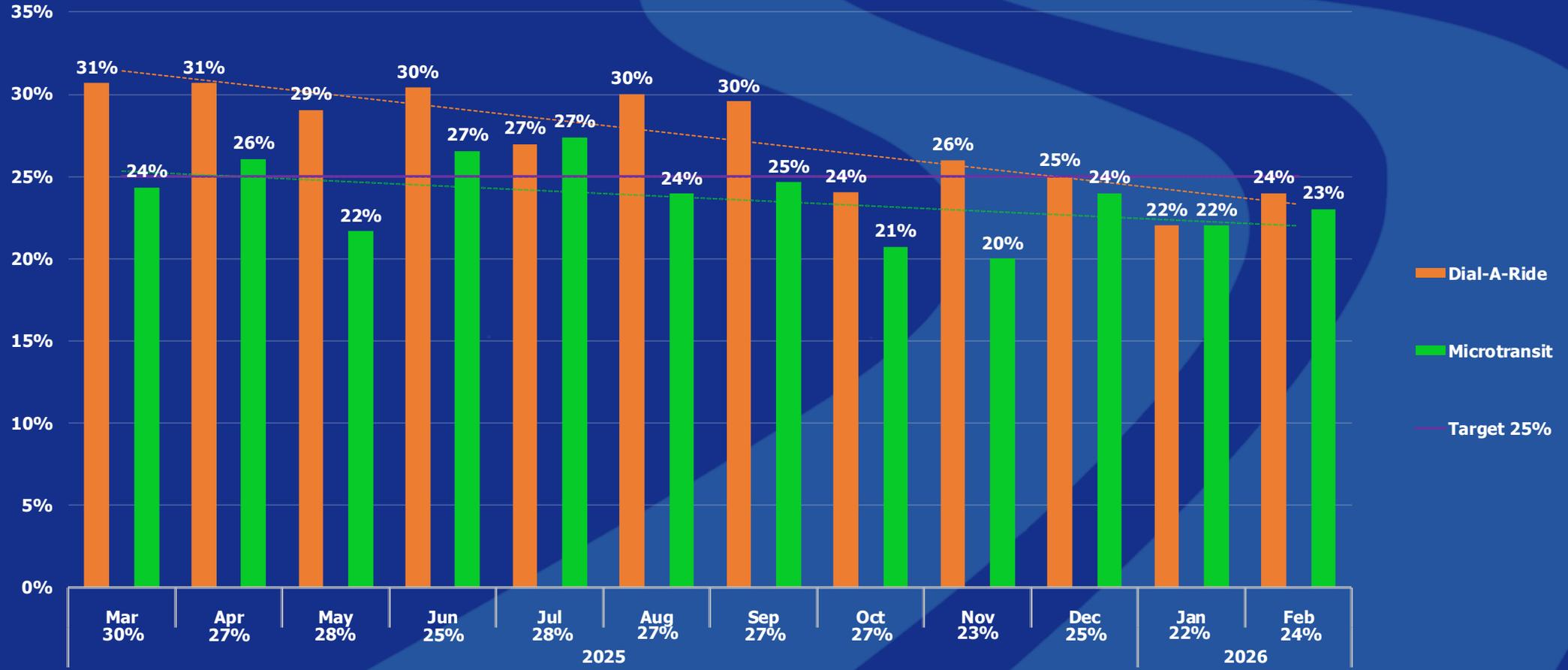
MICROTRANSIT PASSENGERS ROUTES 50, 51, 52



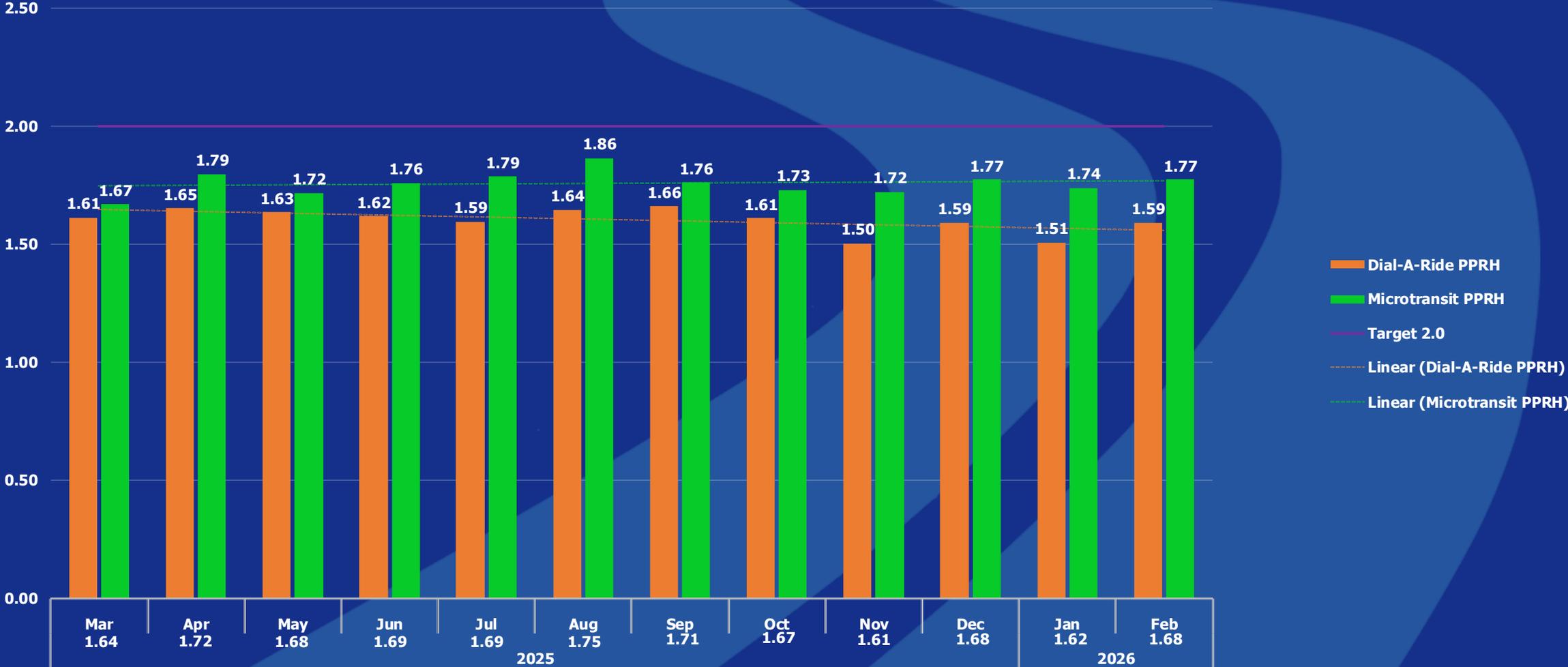
RIDES COMPLETED



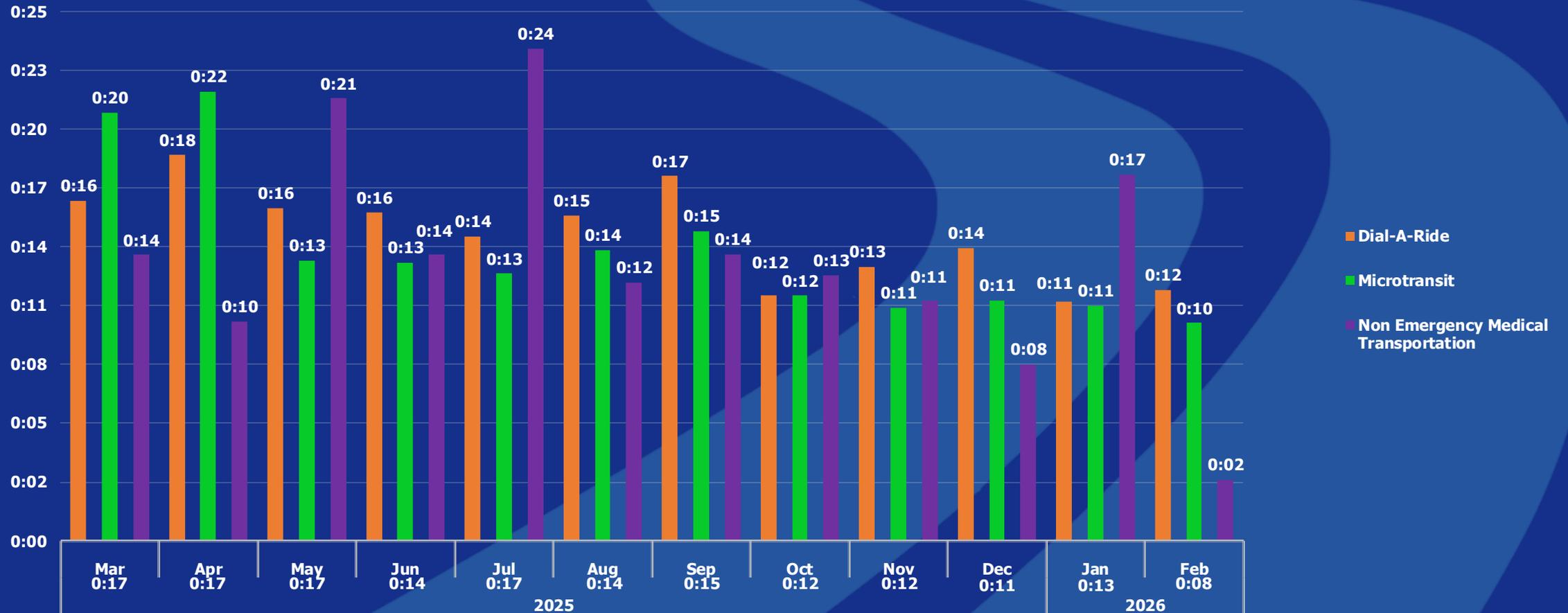
AVERAGE SHARED RIDE PERCENTAGE



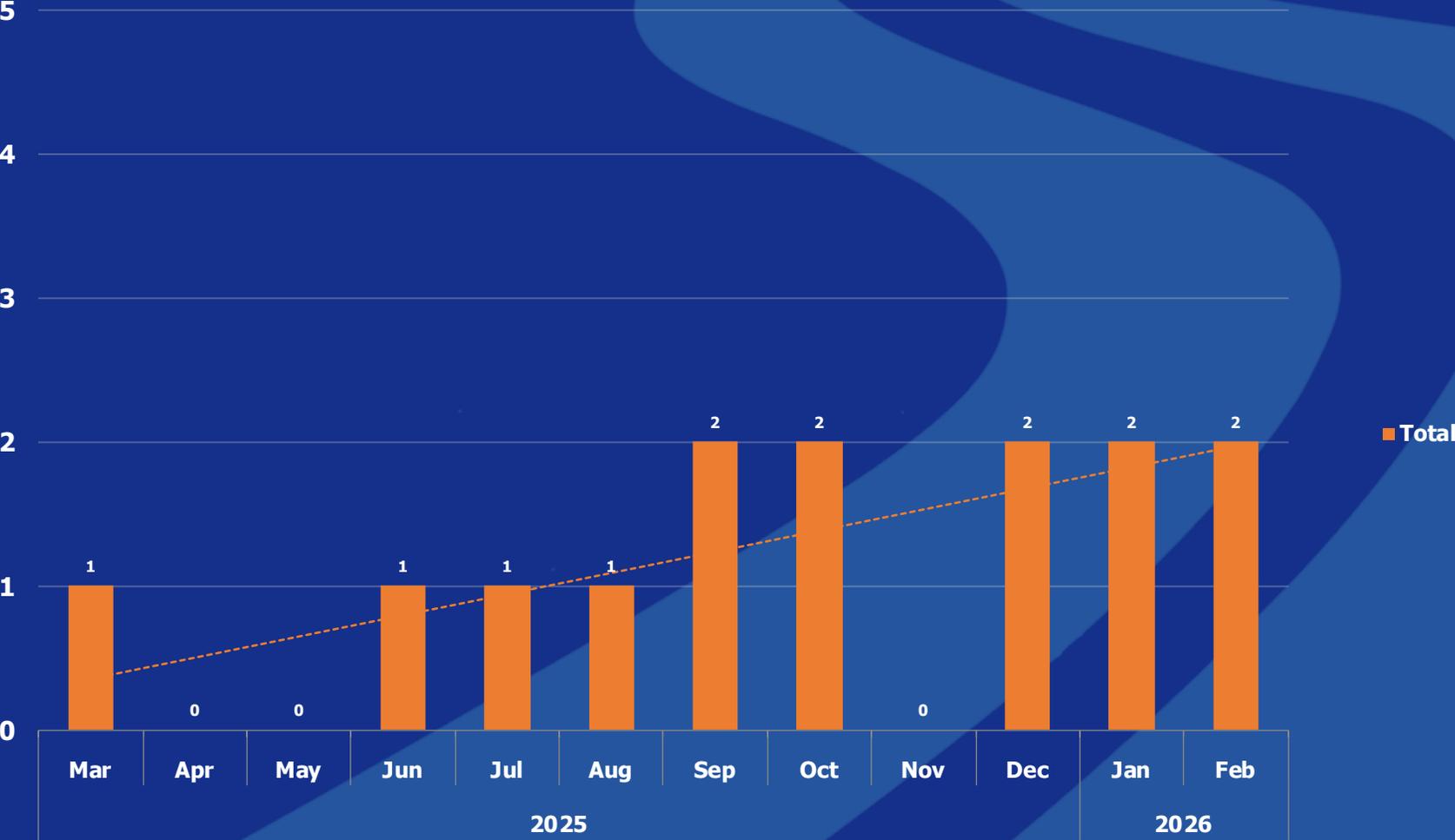
PASSENGERS PER REVENUE HOUR



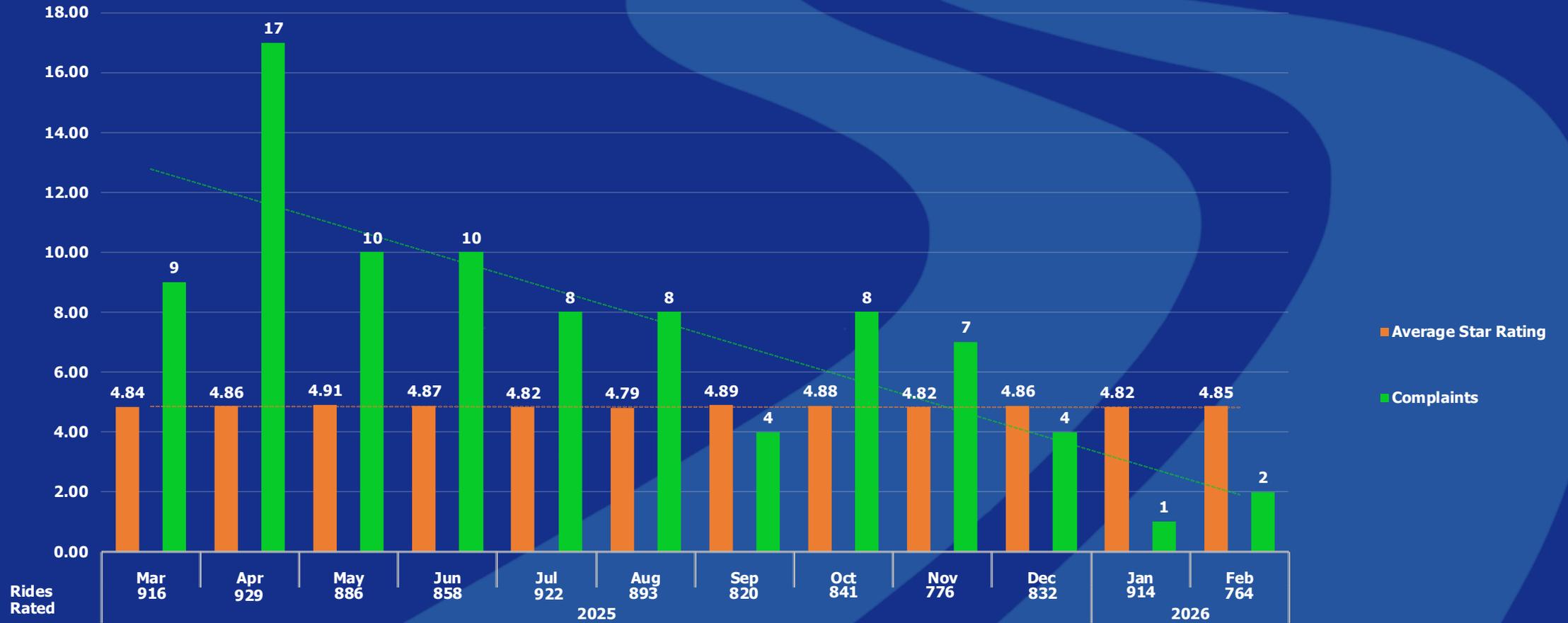
PASSENGER WAIT TIME AVERAGE FROM START OF 30 - MINUTE WINDOW



ACCIDENTS



PASSENGER FEEDBACK



ACCIDENTS AND COMPLAINTS SUMMARY

Accidents

Non-Preventable – 0:

Preventable - 2:

1 – Operator attempted to drive under an awning and hit the top of the vehicle.

1 – Operator made contact with a pole with the side mirror while exiting the yard

Complaints

Preventable – 2:

2 – Late Arrival

Non-Preventable - 0



Thank you!



March 24, 2026

LEGISLATIVE UPDATE

Presentation to the Board of Directors
February 24, 2026



STATE



ASSEMBLY BILLS



AB 314 - Affordable Housing and Sustainable Communities Program: project eligibility.

AB 861 - Community Colleges: students: public transportation: LA Community College District.

AB 1244 - CEQA: Transportation Impact Mitigation

AB 1421 - Vehicles: Road Usage Charge Technical Advisory Committee

AB 1599 - Public transit: CA Transit Stop Registry

AB 1663 - Western Joshua Tree Conservation Act

AB 1745 - Motor Vehicle Fuel Tax: suspension of tax

AB 1777 - Air pollution: indirect sources

AB 1783 - Air pollution: indirect sources

AB 1808 - Additional local taxes: vehicle miles traveled tax.

AB 1944 - Zero-emission transit buses: axle weight

AB 2184 - Cap-and-Invest Program: nature-based climate solutions: funding

AB 2371 - Transportation

AB 2552 - CEQA - Transportation Impact Mitigation

AB 2560 - Climate Action Plan for Transportation Infrastructure: goals

SENATE BILLS



SB 752 - Sales and use taxes: exemptions: California Hybrid and Zero-Emission Truck and Bus Voucher Incentive Project: transit buses.

SB 872 - Climate change: funding priorities.

SB 445 - High-speed rail: third-party agreements, permits, and approvals: regulations.

SB 908 - Housing development: transit-oriented development.

SB 1062 - Western Joshua Tree Conservation Act: take permit: fees

SB 1087 - Transportation planning: sustainable communities strategies: Road Maintenance and Rehabilitation Program: local planning grants

SB 1411 - Greenhouse Gas Reduction Fund: funding conditions: high-speed rail

DISADVANTAGED COMMUNITIES

California's CalEnviroScreen, a CA state tool identifying communities most burdened by pollution and socio-economic disadvantages, is undergoing its fifth update.

This tool, which guides billions in state environmental funding and policy, is adding indicators for diabetes prevalence and small air toxic sites to improve its accuracy in targeting funding.

Key components of the upgrade:

- Purpose - Mandatory minimum of 25% of proceeds from California's cap-and-invest program
- Funding Impact - Since 2015, over \$5.8 billion has been directed to identified communities.
- New Indicators - Introduces diabetes prevalence and small air toxic sites.
- Data Updates - Better incorporates data regarding children's blood lead levels
- Development - By the Office of Environmental Health Hazard Assessment along with various community organizations
- Timeline - Final version is expected to be published in the summer of 2026



HIGH-SPEED RAIL



On February 28, the High-Speed Rail Authority issued their Draft 2026 Business Plan for 60-day public review and comment.

The overall projected cost for Phase 1 delivery, between San Francisco and Los Angeles/Anaheim, dropped by \$1.7 billion due to streamlining efforts aimed at making high-speed trains a reality as quickly and economically as possible.

Per Tom Richards, the Authority Board Chair. *"The Draft 2026 Business Plan sets out the path forward: completion of Merced to Bakersfield, expansion to major population centers for revenue positive service, and early asset commercialization to produce additional revenue to build out high-speed rail."*



FEDERAL



USDOT V. CARB



On March 12, the U.S. Department of Transportation filed a lawsuit against the California Air Resources Board (CARB) attempting to nullify the automobile emissions rules set in place, including the mandated shift towards electric vehicle (EVs).

Fundamental Principles:

- The Constitution gives the federal government the power *"to regulate Commerce with foreign Nations, and among the several States"*.
- One of the laws justified under this Clause is/was the Energy Policy and Conservation Act of 1975, (EPCA), which speaks to fuel efficiency standards.
- A federal average fuel economy standard is currently in effect for passenger cars and light trucks.
- Therefore, California may not *"adopt or enforce any law or regulation related to fuel economy standards or average fuel economy standards"* for passenger cars and light trucks.

FEDERAL EXCISE TAX

On March 9, two Senators introduced the first of what will probably become several bills temporarily lifting the federal excise tax on motor fuels.

The bill (S. 4032), would suspend the entirety of the 18.4 cent-per-gallon excise tax on gasoline as a motor fuel.

The cost per gallon tax currently brings about \$26 billion per year into the Highway Trust Fund.

The costs of imposing the tax holiday, section 2(b) of the bill directs that "The Secretary of the Treasury shall transfer from the general fund to the Highway Trust Fund...amounts equal to the reduction in amounts credited.



REGIONAL



SCAG REGIONAL TOOLKIT

SCAG recently published a Regional Resilience Toolkit – a new resource to support local communities with collaborative planning, information and resource sharing, and big-picture thinking to help limit effects of disasters and accelerate recovery for local communities and the entire Southern California region.

This Toolkit shares resources and information to support Southern California communities, cities, and counties with resilience planning.

The toolkit is intended for use by any jurisdiction in Southern California, regardless of size, population, experience in resilience planning, or direct encounters with the shocks and stressors of the current age.



LA MTA FY27 FORMULA ALLOCATION

| METRO FAP | | FY27 | FY26 | FY25 |
|---------------------------|----------------|----------------------|----------------------|----------------------|
| AVTA LA UZA MTA FAP >> | | 1.6583% | 1.6615% | 1.6799% |
| Prop A | -8.64% | \$ 6,502,639 | \$ 7,117,587 | \$ 7,081,309 |
| Prop A DAR | 0.00% | \$ 1,155,120 | \$ 1,155,120 | \$ 785,233 |
| Prop C 5% Security | 5.19% | \$ 190,628 | \$ 181,227 | \$ 207,282 |
| Measure R Clean Fuel | | \$ - | \$ 208,744 | \$ - |
| Measure R Ops | 5.42% | \$ 3,392,584 | \$ 3,218,148 | \$ 3,916,140 |
| Measure M | 5.56% | \$ 3,360,297 | \$ 3,183,347 | \$ 3,900,972 |
| SB1 - STA | -41.11% | \$ 815,330 | \$ 1,384,587 | \$ 1,425,734 |
| SB1 - SGR | -21.78% | \$ 407,070 | \$ 520,428 | \$ 357,817 |
| | | | | |
| Prop C 40% | 1.17% | \$ 2,027,906 | \$ 2,004,418 | \$ 1,962,528 |
| MOSIP | 1.92% | \$ 1,476,295 | \$ 1,448,545 | \$ 1,422,622 |
| Foothill Mitigation | -39.89% | \$ 30,341 | \$ 50,474 | \$ 48,560 |
| Transit Service Expansion | 3.14% | \$ 462,561 | \$ 448,478 | \$ 436,008 |
| BSIP Overcrowding | 3.14% | \$ 58,708 | \$ 56,921 | \$ 55,338 |
| | | \$ 17,851,574 | \$ 18,973,606 | \$ 19,637,015 |



QUESTIONS?

THANK YOU



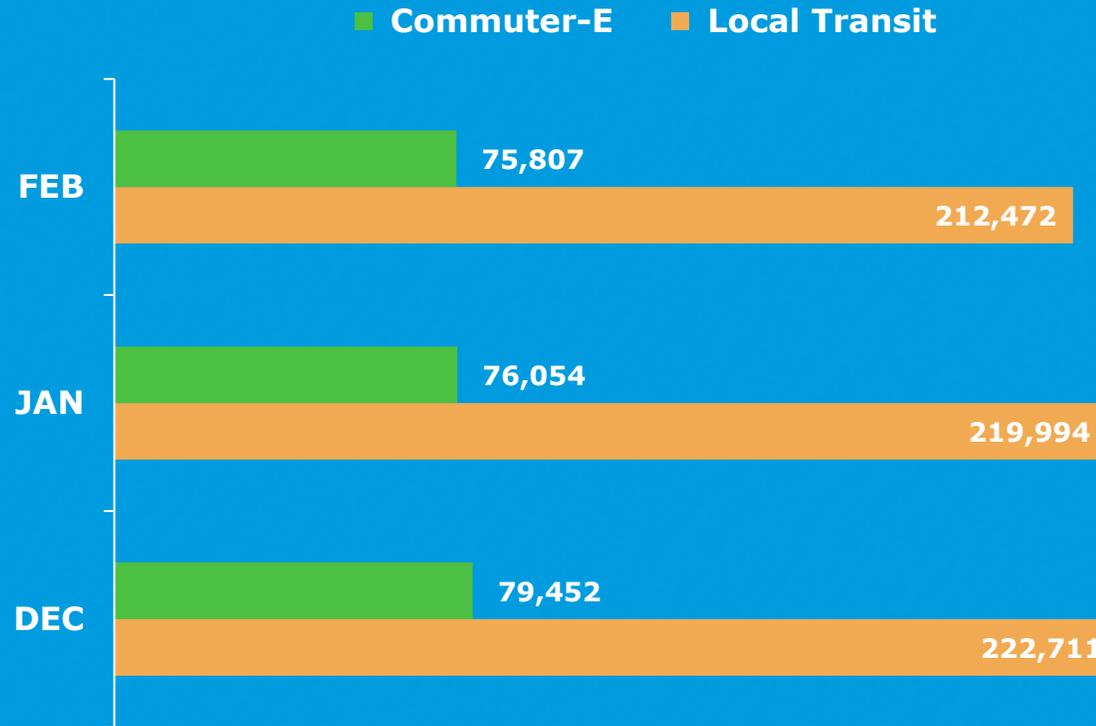
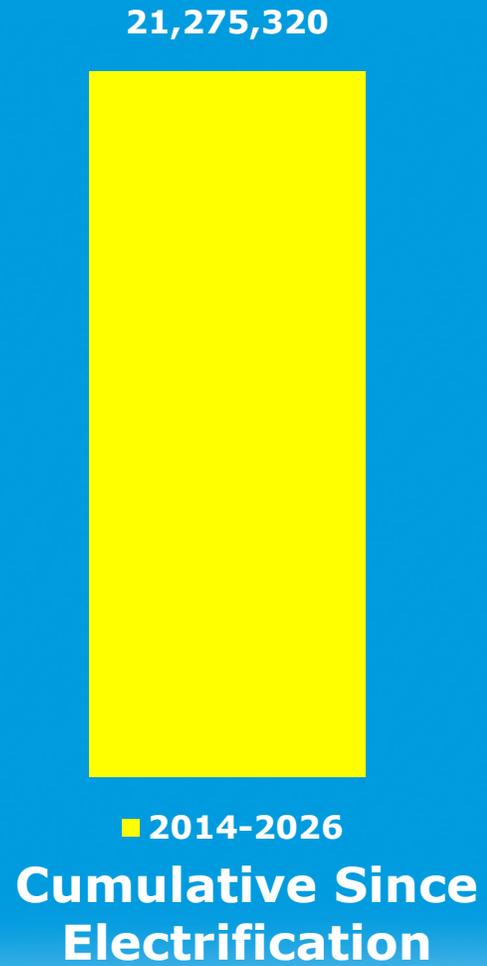
FY 26 Monthly Fleet Maintenance Key Performance Indicators

Presentation to the Board of Directors

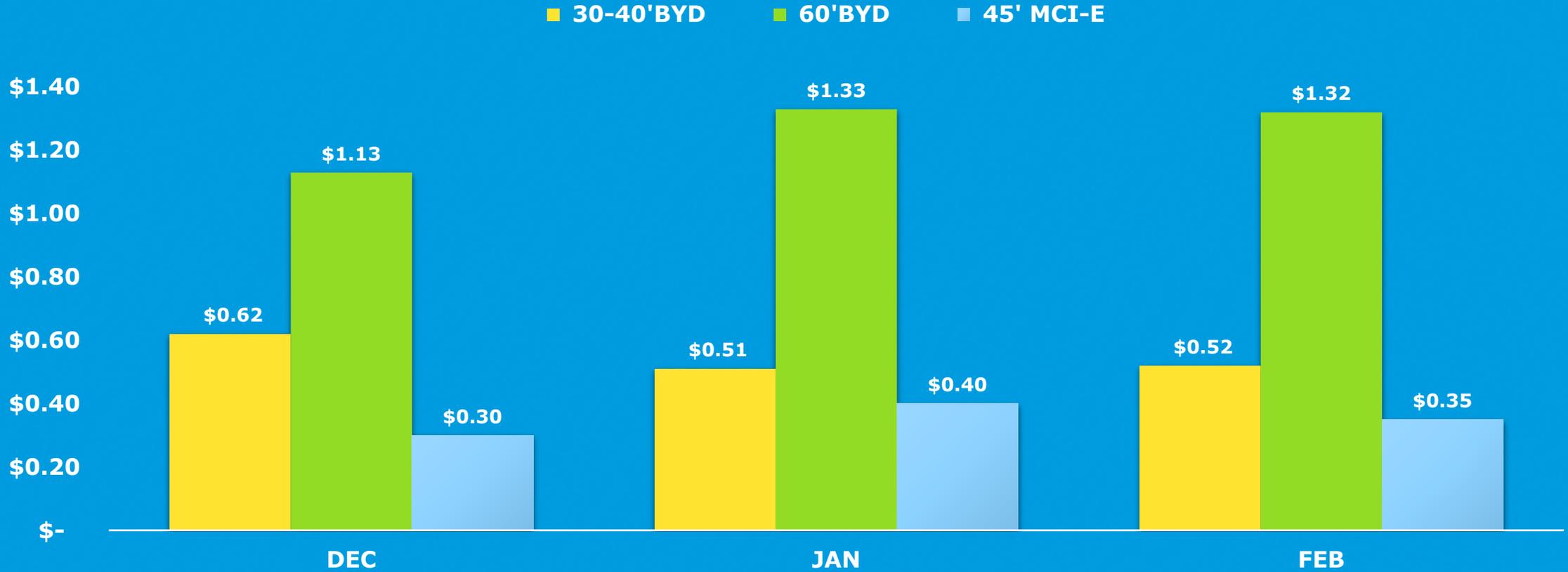
March 24, 2026



MILESTONES



MAINTENANCE COST PER MILE BY FLEET



ENERGY DEPOTS

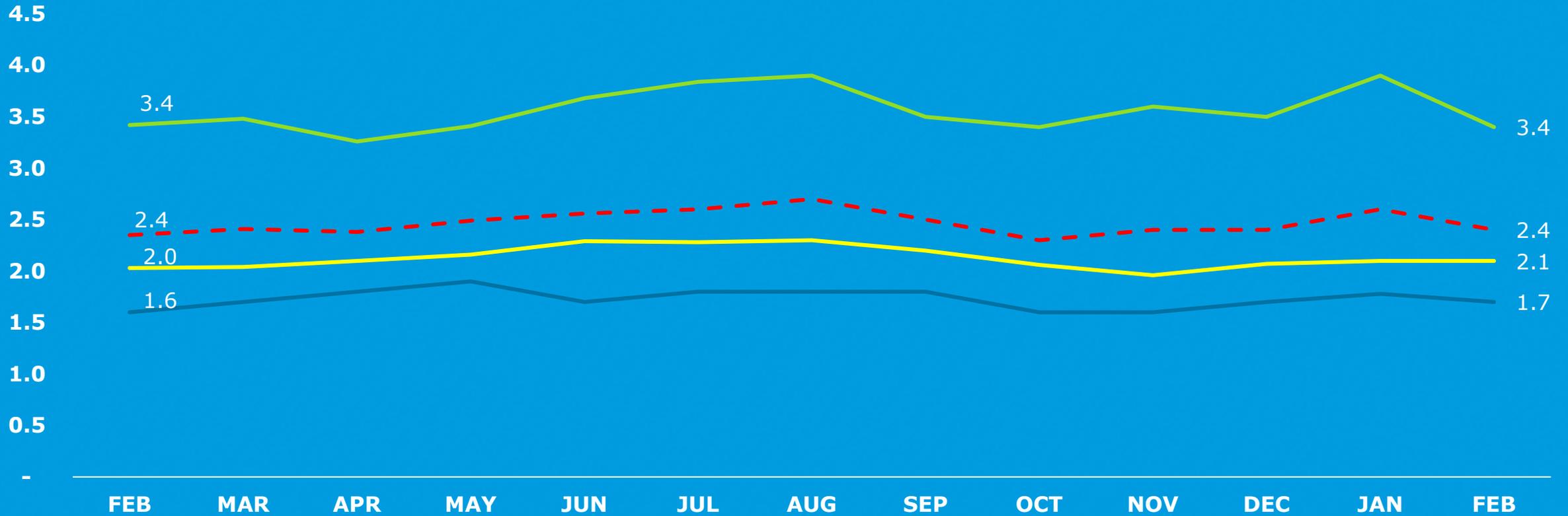
COST PER KWH

DEC JAN FEB AVG kWh \$0.28

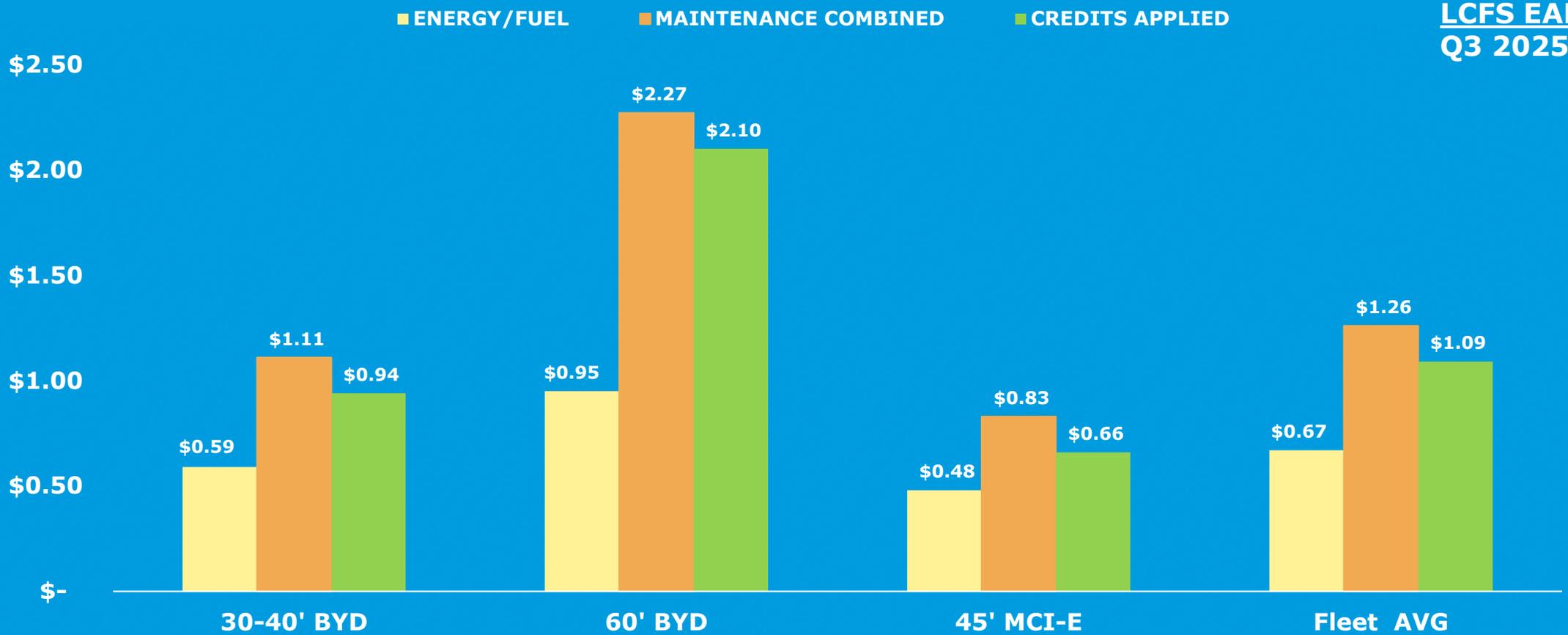


kWh EFFICIENCY PER MILE

— 30-40'BYD — 60'BYD — 45'MCI - - FLEET AVG



FLEET COSTS PER MILE FEBRUARY



LCFS EARNINGS
Q3 2025: \$0.17



FLEET OPERATING COSTS ENERGY/FUEL AND MAINTENANCE

■ COMBINED COSTS ■ CREDITS APPLIED ■ DIESEL



Thank you!





FY 2026 Monthly Operations Key Performance Indicators

Presentation to the Board of Directors
March 24, 2026

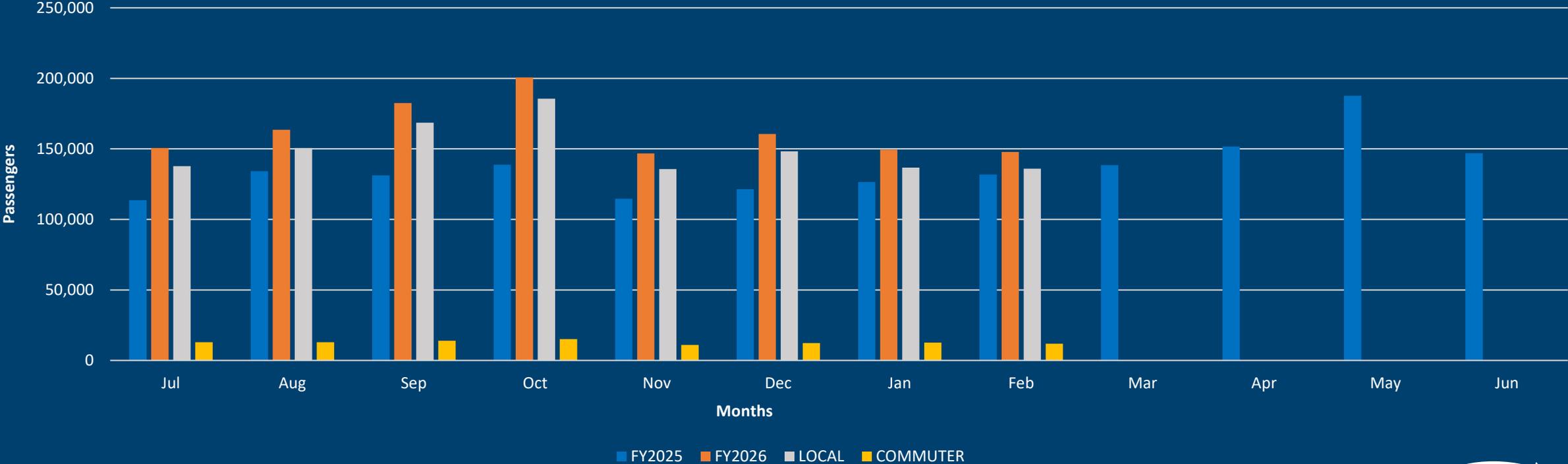
February 2026

Joseph Moriarty

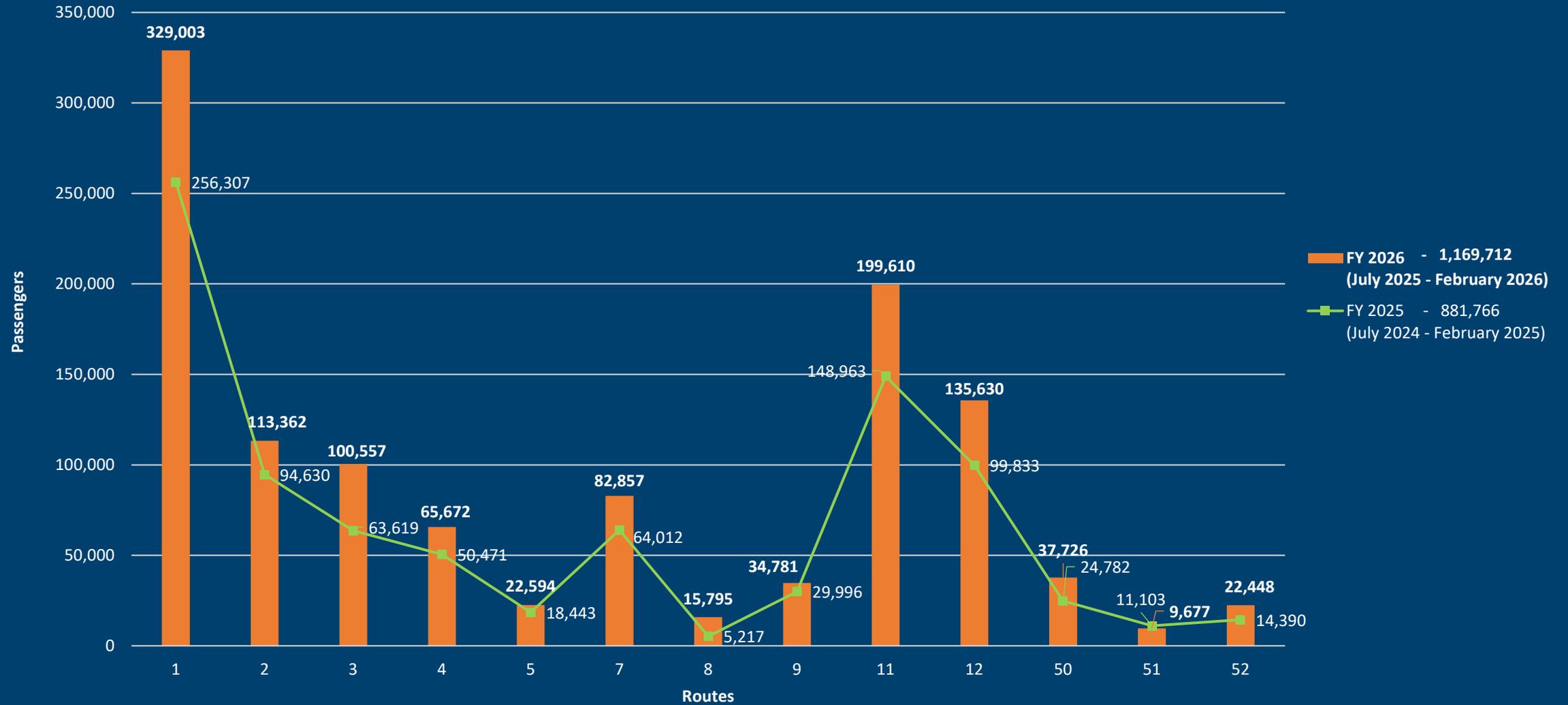
MONTHLY BOARDING ACTIVITY

| | February 2026 FY 2026 | January 2026 FY 2026 |
|----------|--------------------------|-------------------------|
| System | 147,890 | 149,384 |
| Local | 135,976 | 136,710 |
| Commuter | 11,914 | 12,674 |

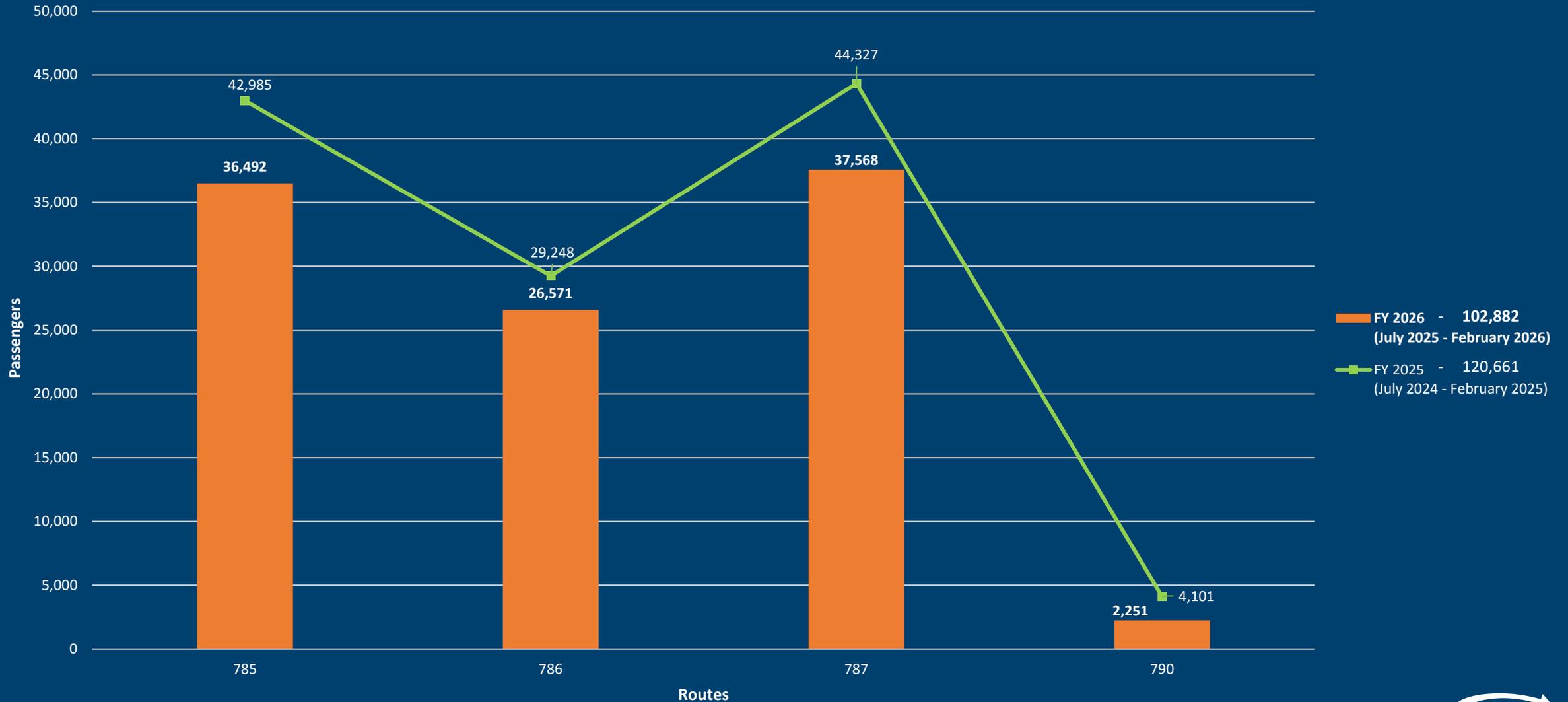
MONTHLY BOARDING ACTIVITY



ANNUAL RIDERSHIP – LOCAL ROUTES

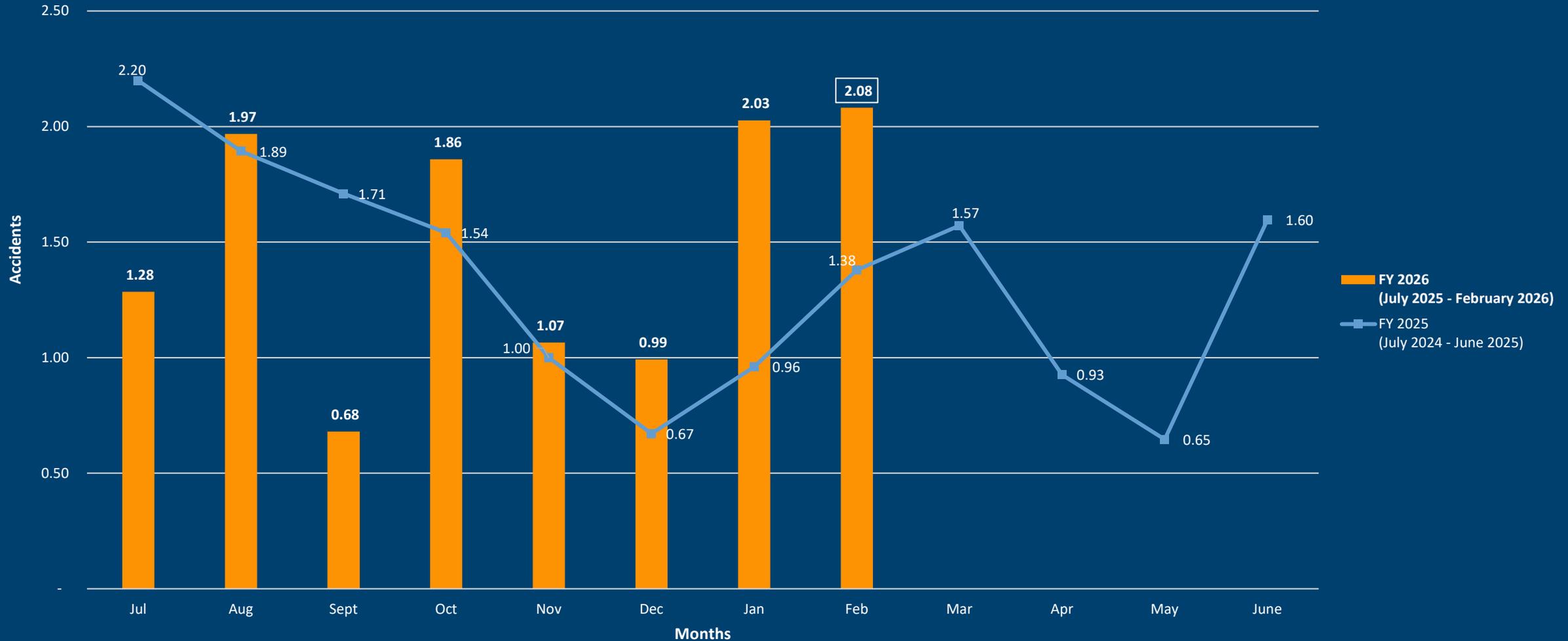


ANNUAL RIDERSHIP - COMMUTER ROUTES



PREVENTABLE ACCIDENTS /100,000 MILES

FEBRUARY SYSTEMWIDE AVERAGE: 2.08



COMPLAINTS / 100,000 BOARDINGS

FEBRUARY SYSTEM WIDE AVERAGE: 6.09

PEER AVERAGE: 44.00



Accidents and Complaints Summary

ACCIDENTS: 6

- Side Impact – Collision with Pedestrian (1)*
- Side Impact – Fixed Object (2)
- Sideswipe – Vehicle from Left (1)
- Sideswipe – Vehicle from Right (1)
- Sideswipe – Bus with Bike/Moped (1)

*There was 1 injury related to the above accident; the pedestrian was transported with minor injuries.

COMPLAINTS: 9

- Bus Running Late (3)
- Carried Beyond Requested Stop (1)
- Missed Portion (1)
- Missed Trip (1)
- Passenger Disturbance (1)
- Passenger Passed Up at Stop (1)
- Undesignated Stop (1)

COMMENDATIONS: 4

- Friendly operator who greeted every passenger and made ADA passenger feel valued.
- ADA passenger said operator was nice and helpful.
- Operator was friendly and provided helpful service. Passenger had a pleasant trip.
- Operator provided great customer service and passenger had a pleasant ride.



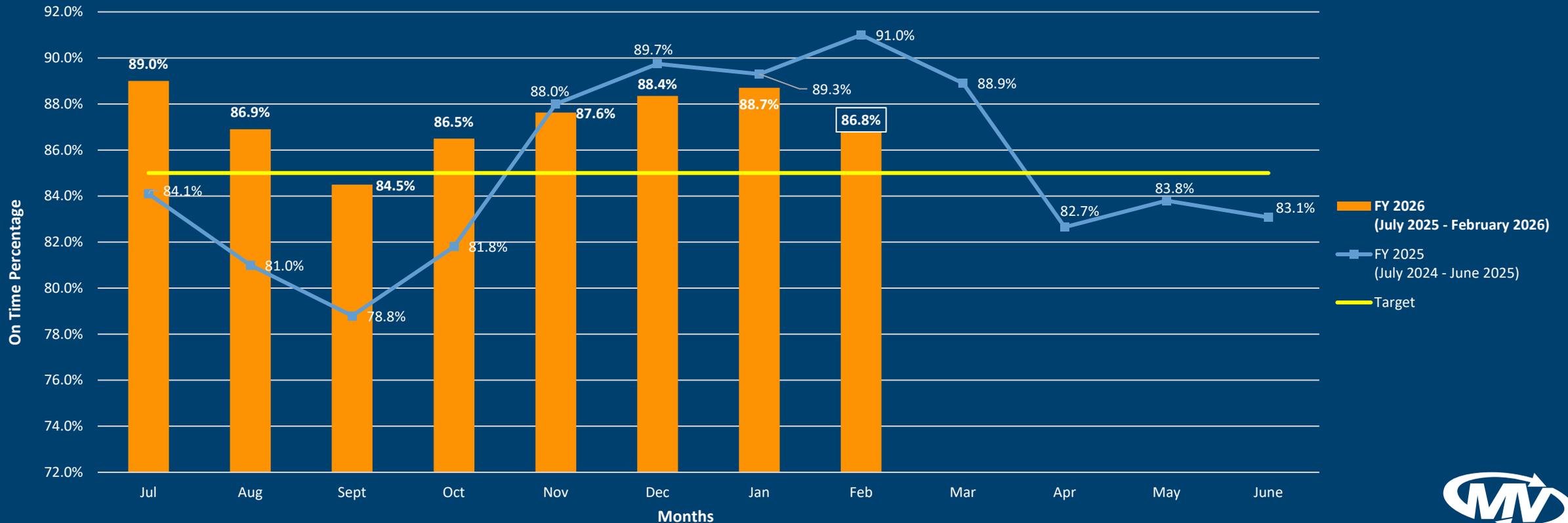
ON-TIME PERFORMANCE

FEBRUARY SYSTEMWIDE AVERAGE – 86.8%

LOCAL – 81.8%

COMMUTER – 91.8%

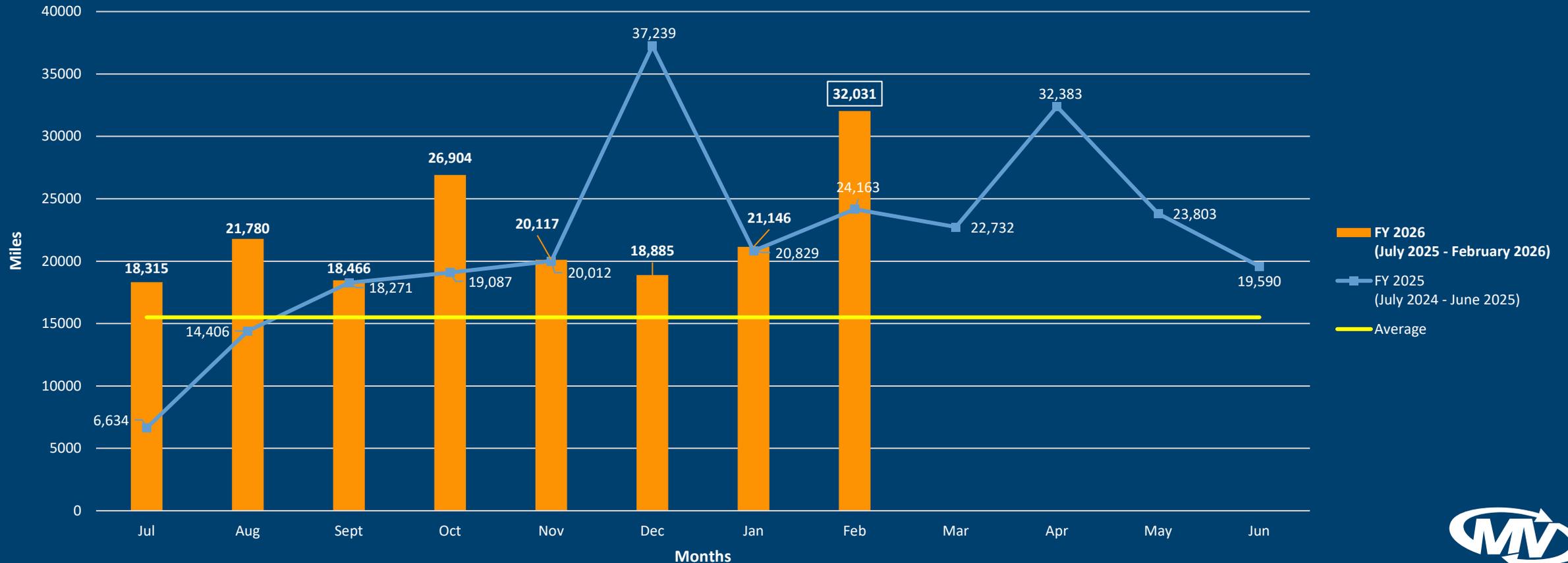
TARGET: 85%



AVERAGE MILES BETWEEN ROADCALLS

FEBRUARY SYSTEM WIDE AVERAGE: 32,031

TARGET: 15,500



KEY PERFORMANCE INDICATORS

| | AVTA Targets | February 2026 FY 2026 | January 2026 FY 2026 | February 2025 FY 2025 |
|---------------------------------------|--------------|-----------------------|----------------------|-----------------------|
| Boarding Activity | | 147,890 | 149,384 | 131,843 |
| Complaints / 100,000 Boardings | ≤ 44 | 6.09 | 8.70 | 11.38 |
| Preventable Accidents / 100,000 Miles | ≤ 1 | 2.08 | 2.03 | 1.38 |
| On Time Performance | ≥ 85% | 86.8% | 88.7 % | 91.0% |
| Average Miles Between Roadcalls | ≥ 15,500 | 32,031 | 21,146 | 24,163 |





WE ARE MVMNT

**THANK
YOU**

Questions?



Regular Meeting of the Board of Directors

Tuesday, February 24, 2026

10:00 a.m.

Antelope Valley Transit Authority Community Room

42210 6th Street West, Lancaster, California

www.avta.com

UNOFFICIAL MINUTES

CALL TO ORDER:

Chairman Crist called the meeting to order at 10:10 a.m.

PLEDGE OF ALLEGIANCE:

Director Ohlsen led the Pledge of Allegiance.

ROLL CALL:

Present

Chairman Marvin Crist, Vice Chair Dianne Knippel, Director Eric Ohlsen, Director Richard Loa, Director Michelle Royal, Alternate Director Ken Mann

APPROVAL OF AGENDA:

On a motion by Vice Chair Knippel and seconded by Director Royal, the Board of Directors approved the agenda as presented.

Vote: Motion carried (6-0-0-0)

Yeas: Chairman Crist, Vice Chair Knippel, Directors Ohlsen, Loa, Royal, Alternate Director Mann

Nays: None

Abstain: None

Absent: None

PUBLIC – AGENDIZED AND NON-AGENDIZED ITEMS:

Charlotte Baxter noted that a routing hazard exists at Avenue I and 14th Street West, where some Dial-A-Ride (DAR) drivers are bypassing the closure, posing a safety risk. She also commended several drivers for their politeness, assistance with boarding and alighting, and proper wheelchair securement.

Timothy McLaughlin thanked the drivers and dispatch team for their efforts. Mr. McLaughlin also raised concerns about vehicles failing to stop at the intersection of 15th Street and Avenue H, endangering pedestrians. He suggested installing stop signs at the rear of the EV vans, like those on school buses, to improve safety.

Fran Sereseres asked about AVTA's transportation plans for attendees traveling from Antelope Valley to the Los Angeles Olympic events.

Chris Nordahl indicated that there are safety concerns and personnel issues associated with AVTS.

Ronald Scott praised the drivers and dispatchers and recommended extending DAR services to 24 hours, or at least until midnight, mirroring Access Services.

SPECIAL REPORTS, PRESENTATIONS, AND REQUESTS FOR DIRECTION (SRP):
During this portion of the meeting, staff will present information not generally covered under regular meeting items. This information may include, but is not limited to, budget presentations, staff conference presentations, or information from outside sources related to the transit industry. **Staff will seek directions from the Board as necessary regarding the following item(s).**

SRP 1 LEGISLATIVE REPORT FROM SENATOR SUZETTE VALLADARES' OFFICE

Thomas Moreno, District Representative for Senator Suzette Valladares, reported on SB 1161 (Economic impact analysis: State Air Resources Board); further details will be provided next month.

SRP 2 LEGISLATIVE REPORT FROM ASSEMBLYMEMBER TOM LACKEY'S OFFICE

Angela Allen, Field Representative for Assemblymember Tom Lackey, reported on several bills: AB 1685 (Driving Privilege: points), AB 1686 (DUI: felonies), AB 1687 (Driver's licenses: revocation), and AB 1421 (Vehicles: Road Usage Charge Technical Advisory Committee).

SRP 3 PRESENTATION TO MV TRANSPORTATION OPERATOR OF THE MONTH FOR JANUARY 2026

Presentation was not provided.

SRP 4 PRESENTATION TO AV TRANSPORTATION SERVICES (AVTS) OPERATOR OF THE MONTH FOR DECEMBER 2025, AND JANUARY 2026

AV Transportation Services Quality Assurance Manager Amalia Rodriguez awarded Fabiola Lopez Camarillo as December 2025 Operator of the Month and Raymond Ramcharam as January 2026 Operator of the Month.

SRP 5 AVTS DIAL-A-RIDE AND MICROTRANSIT KEY PERFORMANCE INDICATORS (KPI) REPORT FOR JANUARY 2026

Operations Manager Henry Beausejour presented the report, and there were no further questions.

SRP 6 LEGISLATIVE REPORT UPDATE FOR FEBRUARY 2026

Chief Financial Officer Judy Vaccaro-Fry provided updates on several topics, including state budget trailer bills, AB 1421 (Road Usage Charge), and AB 1244 (Transit-Oriented Development Implementation Program). She also covered California High-Speed Rail, the FFY 2026 federal budget status, the Highway Trust Fund, and updated Environmental Protection Agency (EPA) standards. Additionally, she mentioned that Antelope Valley Transit Authority (AVTA), as a direct recipient of Lancaster-Palmdale Urbanized Area (UZA) funds, was awarded a \$16.4 Bus and Bus Facilities grant on behalf of Access Services to construct an operations and maintenance facility in Lancaster. AVTA will primarily oversee the grant administration of this project and will be responsible for submitting the necessary documentation on behalf of Access Services. Further, AVTA will receive \$600,000 over the life of the project toward administrative activities. The new facility is expected to benefit seniors and people with disabilities.

SRP 7 MAINTENANCE KPI REPORT FOR JANUARY 2026

Operations and Contracts Compliance Manager Joseph Sanchez presented the report, and there were no further questions.

SRP 8 OPERATIONS KPI REPORT FOR JANUARY 2026

MV Transportation General Manager Joseph Moriarty presented the report, and there were no further questions.

CONSENT CALENDAR (CC): Consent items may be received and filed and/or approved by the Board in a single motion. If any member of the Executive Board wishes to discuss a consent item, please request that the item be pulled for further discussion and potential action.

CC 1 BOARD OF DIRECTORS MEETING MINUTES OF JANUARY 16, 2026, AND JANUARY 27, 2026

Approve the Board of Directors Special Meeting Minutes of January 16, 2026, and the Regular Meeting Minutes of January 27, 2026.

CC 2 FINANCIAL REPORT FOR JANUARY 2026 AND FISCAL YEAR (FY) 2025/2026 SECOND QUARTER TREASURER'S REPORT

Receive and file the Financial Report for January 2026 and FY 2026 Second-Quarter Treasurer's Report, including Capital Reserve and Farebox Recovery information.

CC 3 FISCAL YEAR 2025/2026 (FY 2026) LOS ANGELES COUNTY SHERIFF'S DEPARTMENT MONTHLY REPORT FOR JANUARY 2026

Receive and file the FY 2025/2026 (FY 2026) Los Angeles County Sheriff's Department Monthly Report for January 2026.

CC 4 MARKETING AND COMMUNICATIONS LOG

Receive and file the Marketing and Communications Log for (January 7 through February 10, 2026).

CC 5 AMEND THE AGENCY'S CLASSIFICATION AND SALARY SCHEDULE

Approve the amendment of the Agency's Classification and Salary Schedule to reclassify the Transit Ambassador position to the Operations Analyst position.

On a motion by Vice Chair Knippel and seconded by Director Royal, the Board of Directors approved the agenda as presented.

Vote: Motion carried (6-0-0-0)

Yeas: Chairman Crist, Vice Chair Knippel, Directors Ohlsen, Loa, Royal, Alternate Director Mann

Nays: None

Abstain: None

Absent: None

NEW BUSINESS (NB):

NB 1 FISCAL YEAR 2027 JURISDICTIONAL OPERATING CONTRIBUTIONS

Chief Financial Officer Judy Vaccaro-Fry presented the Fiscal Year 2027 jurisdictional operating contributions report, which is based on audited data from Fiscal Year 2025. The report included a detailed breakdown of contributions by mode, a five-year financial outlook, assumptions, and funding considerations. The Chairman offered a brief history of funding. He summarized the contribution policy, noting that if contributions had included an annual increase (for example, 3%), the current shortfall might have been

avoided. Ms. Vaccaro-Fry concurred, stating her belief that this would have made a difference. She also highlighted that purchased transportation costs nearly doubled from 2018 to 2025, and unfortunately contributions did not keep pace with rising expenses. Despite the agency's efforts to optimize toll credits, maximize eligibility, and search for savings, costs have continued to escalate. To address these challenges, the agency secured significant grant funding, with most of it allocated to capital expenses. However, operating grants are not available, resulting in a "capital-rich, operating-poor" situation. The TDA Article 8 allocations were also considered in this context.

On a motion by Vice Chair Knippel and seconded by Chairman Crist, the Board of Directors approves operating contributions for inclusion in the Fiscal Year 2027 AVTA Operations and Maintenance Budget.

Vote: Motion carried (6-0-0-0)
Yeas: Chairman Crist, Vice Chair Knippel, Directors Ohlsen, Loa, Royal, Alternate Director Mann
Nays: None
Abstain: None
Absent: None

NB 2 ROLLING STOCK REPLACEMENT - CAPITAL NEEDS FORECAST

Chief Financial Officer Judy Vaccaro-Fry presented the Fleet Replacement Plan and financial outlook through 2035. The Board discussed eliminating the High Desert Clean Connector project due to escalating costs and operational challenges. Additionally, the Board agreed that staff should consult with Assemblymember Carrillo's office to determine whether additional funding is available for the project.

The Board directed staff to determine this year's funding requirements promptly, present them to the Board, and establish an annual process for setting jurisdictional amounts, with city managers involved.

On a motion by Chairman Crist and seconded by Director Royal, the Board of Directors directed the Executive Director/CEO to pause implementation of the High Desert Clean Connector project and to bring it back if additional funding becomes available.

Vote: Motion carried (6-0-0-0)
Yeas: Chairman Crist, Vice Chair Knippel, Directors Ohlsen, Loa, Royal, Alternate Director Mann
Nays: None
Abstain: None
Absent: None

NB 3 CONTRACT #2026-08 TO J.A. URBAN INC. FOR THE MAINTENANCE BAY UPGRADE PROJECT

Contracts and DBE Administrator Francynn R. Tobar presented the staff report.

On a motion by Vice Chair Knippel and seconded by Director Royal, the Board of Directors authorizes the Executive Director/CEO to award and execute Contract #2026-08 with J.A. Urban, Inc. for the Maintenance Bay Upgrade project at the AVTA facility for an amount not to exceed \$439,817.61, including applicable taxes.

Vote: Motion carried (6-0-0-0)
Yeas: Chairman Crist, Vice Chair Knippel, Directors Ohlsen, Loa, Royal, Alternate Director Mann
Nays: None
Abstain: None
Absent: None

NB 4 CONTRACT #2026-09 TO STERTIL-KONI USA FOR PLATFORM LIFT

Director of Contracts and Procurement Cecil Foust presented the staff report.

On a motion by Director Royal and seconded by Vice Chair Knippel, the Board of Directors authorize the Executive Director/CEO to execute Contract #2026-09 with Stertil-Koni USA, Inc. through the Sourcewell Contract #121223-SKI for the removal of the current platform lift, purchase and installation of replacement, and ground repair for an amount not to exceed \$520,125.61, including shipping and applicable sales tax.

Vote: Motion carried (6-0-0-0)
Yeas: Chairman Crist, Vice Chair Knippel, Directors Ohlsen, Loa, Royal, Alternate Director Mann
Nays: None
Abstain: None
Absent: None

NB 5 FIFTH AMENDMENT TO EXECUTIVE DIRECTOR/CEO MARTIN TOMPKINS' EMPLOYMENT AGREEMENT

On a motion by Vice Chair Knippel and seconded by Director Royal, the Board of Directors approved the Fifth Amendment to Executive Director/CEO Martin Tompkins' Employment Agreement.

Vote: Motion carried (6-0-0-0)
Yeas: Chairman Crist, Vice Chair Knippel, Directors Ohlsen, Loa, Royal, Alternate Director Mann
Nays: None
Abstain: None
Absent: None

REPORTS AND ANNOUNCEMENTS (RA):

There were no reports or announcements.

MISCELLANEOUS BUSINESS – NON-AGENDA BOARD OF DIRECTORS ITEMS:

There were no reports or announcements.

ADJOURNMENT:

Chairman Crist adjourned the meeting at 11:37 a.m. to the regular meeting of the Board of Directors on March 24, 2026, at 10:00 a.m. in the Antelope Valley Transit Authority Community Room, 42210 6th Street West, Lancaster, CA.

PASSED, APPROVED, and ADOPTED this 24th day of MARCH 2026.

Marvin Crist, Chairman of the Board

ATTEST:

DeeAnna Cason, Clerk of the Board

Audio recordings of the Board of Directors Meetings are maintained in accordance with state law and AVTA's Records Retention Policy. Please contact DeeAnna Cason, Clerk of the Board, at (661) 729-2232 to arrange to review the recording.



DATE: March 24, 2026
TO: BOARD OF DIRECTORS
SUBJECT: FINANCIAL REPORT FOR FEBRUARY 2026

RECOMMENDATION

Receive and file the Financial Report for February 2026.

FISCAL IMPACT

| | FEBRUARY 2026 |
|--------------------|----------------------|
| PAYROLL | \$452,798.58 |
| CASH DISBURSEMENTS | \$1,300,860.68 |

BACKGROUND

To comply with the provisions required by Sections 37202, 37208, and 6505.5 of the Government Code, the Chief Financial Officer, in conjunction with the Senior Finance Manager, provides a monthly payroll total and cash disbursements. The Executive Director/CEO appointed as the Authority’s Treasurer certifies the availability of funds.

I, Martin Tompkins, Executive Director/CEO of AVTA, declare that the above information is accurate.

Prepared by:

Submitted by:

Vianney Mclaughlin
 Sr. Finance Manager

Martin J. Tompkins
 Executive Director/CEO



DATE: March 24, 2026

TO: BOARD OF DIRECTORS

SUBJECT: Fiscal Year 2025/2026 (FY 2026) Los Angeles County Sheriff's Department Monthly Report (February 1 through February 28, 2026)

RECOMMENDATION:

Receive and file the FY 2025/2026 (FY 2026) Los Angeles County Sheriff's Department Monthly Report for (February 1 through February 28, 2026).

FISCAL IMPACT:

There is no fiscal impact currently.

DISCUSSION:

Deputy Maselli and his K-9 partner "Doc Holliday" worked 200 hours during February.

At the beginning of each shift, Deputy Maselli contacted bus operators to ascertain any concerns or problems they needed to report, as well as any issues reported the previous day. On average, Deputy Maselli contacted an estimated 25 to 30 buses or bus operators daily.

Deputy Maselli consistently monitored high-priority locations where previous incidents had been reported, including Sgt. Steven Owen Memorial Park (OMP), the Lancaster Senior Center, 10th Street East & Palmdale Boulevard, the Palmdale Transportation Center (PTC), and the Lancaster Metrolink Station.

Deputy Maselli and K-9 "Doc Holliday" conducted visible K-9 sweeps focused on terrorism and the deterrence of explosives. These operations took place at key locations, including the Antelope Valley Transit Authority (AVTA) building and bus yard, AVTA transfer centers, AVTA buses, and various random bus stops throughout the Antelope Valley. Their high-visibility presence served as a critical element of public safety throughout the region.

Deputy Maselli warned and advised regarding "Drinking an Alcoholic Beverage in Public", "Failure to Obey Posted Sign", and "No Smoking".

Deputy Maselli checked, monitored, and cleared an estimated seventy-five (75) AVTA bus stops throughout the city of Palmdale and Lancaster daily. He conducted high-visibility crime deterrence patrols with his K-9, DOC Holliday, at various bus stops and transportation centers.

The following Incident Reports are from January 2026 and February 2026

| Incident Report(s), Transit Safety, Service Delay(s)/ Interruption(s) | AVTA Bus Involved | AVTA Bus Not Involved | JAN | FEB |
|--|--------------------------|------------------------------|------------|------------|
| Assault with a Deadly Weapon | | | 0 | 0 |
| Assault with a Deadly Weapon - Gun/Knife | | | 0 | 0 |
| Battery | | X | 0 | 1 |
| Bomb Threat | | | 0 | 0 |
| Disturbance – Business, Person Insane, Irate Person, Fight, Verbal | X | X | 6 | 6 |
| Disturbance – Person w/Gun/ Person w/Knife | | X | 1 | 0 |
| Fare Evasion | | | 0 | 0 |
| Hit and Run | X | | 0 | 1 |
| K-9 Article Search (Gun) | | X | 0 | 1 |
| Person with a Gun | | X | 1 | 1 |
| Person with a Knife | | | 0 | 0 |
| Petty Theft/Grand Theft - Vandalism | | | 0 | 0 |
| Public Intoxication | | | 0 | 0 |
| Rescue Responding | X | | 0 | 1 |
| Spousal Abuse | X | | 1 | 0 |
| Traffic Collision | 2 | X | 35 | 28 |
| Traffic Hazard/Disabled Vehicle | | X | 2 | 4 |
| Transit Safety | | X | 1 | 1 |

Prepared by:

Submitted by:

DeeAnna Cason
Clerk of the Board

Martin J. Tompkins
Executive Director/CEO

Attachment: A - County of Los Angeles Sheriff's Monthly Summary – February 2026

County of Los Angeles Sheriff's Department**Antelope Valley Transit Authority****Monthly Summary****February 2026**

Deputy Maselli consistently monitored high-priority locations where previous incidents had been reported, including Sgt. Steven Owen Memorial Park (OMP), Boulevard Transit Center (BTC), the Lancaster Senior Center, 10th Street East & Palmdale Boulevard, the Palmdale Transportation Center (PTC), South Valley Transit (SVT) and the Lancaster Metrolink Station.

Additionally, Deputy Maselli and K-9 "Doc Holliday" conducted visible K-9 sweeps focused on terrorism and explosives deterrence. These operations took place at key locations such as the AVTA building and bus yard, AVTA transfer centers, AVTA buses, and various random bus stops across the Antelope Valley. Their high-visibility presence served as a critical element of public safety throughout the region.

FEBRUARY 2 (MON)

Deputy Maselli coordinated with AVTA dispatch regarding "Traffic Collision" on Sierra Highway and Avenue O in Palmdale to prevent service disruptions (PLM26033-0081). He advised AVTA dispatch regarding transit safety "Person with a Gun" at 27th Street West and Avenue K-12 in Lancaster (LAN26033-0170). Furthermore, he advised AVTA dispatch regarding "Traffic Collision" on 17th Street West and Avenue I in Lancaster to prevent service delays (LAN26033-0178). He also requested for paramedic response to AVTA bus 40089, route 11 Westbound at 10th Street West and Avenue K-8 in Lancaster (AVTA bus turnaround), for a Female Adult who had fallen from her wheelchair while on board. Paramedics were dispatched to provide medical assistance. (EMS TAG 40390). He maintained oversight of AVTA commuter routes 785, 786, 787 and 790 during their morning operations. His patrol duties also extended to AVTA bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC), as well as routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at Sgt. Steven Owen Memorial Park (OMP). Deputy Maselli also conducted regular checks at the AVTA building and bus yard, and monitored routes 1, 4, 7, and 11 at the Lancaster Senior Center, as well as the Lancaster Metrolink Station. He further oversaw routes 11, 12, and 1, 5, 7, 9, in addition to participating in K9 training in Palmdale.

FEBRUARY 3 (TUE)

Deputy Maselli coordinated with AVTA dispatch regarding "Traffic Hazard" on 10th Street West and Palmdale Boulevard in Palmdale to prevent service disruptions (PLM26035-0077). He monitored AVTA commuter routes 785, 786, 787 and 790 during their morning runs, as well as bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC). He also oversaw routes 1, 2, 3, 1, 4, 5, 9,

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Antelope Valley Transit Authority

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11, 12, and 50/Lake LA at the Sgt. Steven Owen Memorial Park (OMP), along with the AVTA building and bus yard. Further patrol included routes 1, 4, 7, and 11 at the Lancaster Senior Center, Lancaster Metrolink Station, and additional monitoring of AVTA routes 11, 12, 1, 5, 7, and 9. He also participated in K9 training in Palmdale.

FEBRUARY 4 (WED).

Deputy Maselli monitored over several key AVTA routes, including commuter route 785, 786, 787 and 790 during their morning operations. He also monitored bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC), and routes 1, 2, 3, as well as 1, 4, 5, 9, 11, 12, and 50/Lake LA at the Sgt. Steven Owen Memorial Park (OMP). His patrol also included the AVTA building and bus yard, as well as routes 1, 4, 7, and 11 at the Lancaster Senior Center and Lancaster Metrolink Station. Additional oversight was conducted for routes 11, 12, and routes 1, 5, 7, 9, alongside participating in K9 training in Palmdale.

FEBRUARY 5 (THU)

Follow-Up: Tag LAN26036-0328

1817 Hours "Traffic Collision"

10th Street West and Avenue K in Lancaster
(AVTA bus 60913, Route 1 Northbound)

Deputy Maselli coordinated with AVTA dispatch regarding "Traffic Collision" on 45th Street West and Avenue L-4 in Quartz Hill to prevent service disruptions (LAN26036-0187). He maintained oversight of AVTA commuter routes 785, 786, 787 and 790 during their morning operations. His patrol duties also extended to AVTA bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC), as well as routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at Sgt. Steven Owen Memorial Park (OMP). Deputy Maselli also conducted regular checks at the AVTA building and bus yard, and monitored routes 1, 4, 7, and 11 at the Lancaster Senior Center, as well as the Lancaster Metrolink Station. He further oversaw routes 11, 12, and 1, 5, 7, 9, in addition to participating in K9 training in Palmdale.

FEBRUARY 6 (FRI)

Follow-Up: Tag LAN26037-0324

1828 Hours "Disturbance - Business"

25th Street West and Avenue L in Lancaster
(AVTA bus 40872, Route 5 Westbound)

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Passenger disturbance reported on an AVTA bus. The disturbing party was reported to be a female adult accompanied by an infant. Subject was gone Prior to arrival. Unable to locate (GPA/UTL).

Deputy Maselli coordinated with AVTA dispatch regarding "Traffic Collision" on Avenue J-4 and Cedar Avenue in Lancaster to prevent service disruptions (LAN26037-0156). He also monitored AVTA bus 60314, route 98 Westbound, at 37423 70th Street East in Palmdale "Knight High School". All students boarded the bus in an orderly manner without incident. He monitored over several key AVTA routes, including commuter route 785, 786, 787 and 790 during their morning operations. He also monitored bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC), and routes 1, 2, 3, as well as 1, 4, 5, 9, 11, 12, and 50/Lake LA at the Sgt. Steven Owen Memorial Park (OMP). His patrol also included the AVTA building and bus yard, as well as routes 1, 4, 7, and 11 at the Lancaster Senior Center and Lancaster Metrolink Station. Additional oversight was conducted for routes 11, 12, and routes 1, 5, 7, 9, alongside participating in K9 training in Palmdale.

FEBRUARY 9 (MON)

Deputy Maselli advised AVTA dispatch regarding "Traffic Collision" on 20th Street West and Avenue I in Lancaster to prevent service disruptions (LAN26040-0157). He further coordinated with AVTA dispatch regarding "Traffic Collision" on 10th Street West and Avenue O-8 in Palmdale to prevent service delays (PLM26040-0129). Furthermore, He advised AVTA dispatch regarding "Traffic Collision" on 50th Street West and Avenue L-8 in Lancaster to prevent service disruptions (LAN26040-0218). He monitored AVTA commuter routes 785, 786, 787 and 790 during their morning runs, along with monitoring AVTA bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC). He also kept an eye on routes 1, 2, 3, and routes 1, 4, 5, 9, 11, 12, and 50/Lake LA at Sgt. Steven Owen Memorial Park (OMP). Additionally, he conducted checks at the AVTA building and bus yard, and monitored routes 1, 4, 7, and 11 at the Lancaster Senior Center and Lancaster Metrolink Station. His duties further included monitoring routes 11, 12, 1, 5, 7, and 9, as well as participating in K9 training in Palmdale.

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FEBRUARY 10 (TUE)

Follow-Up: Tag LAN26041-0272

1828 Hours "Disturbance - Business"

12th Street West and Avenue K in Lancaster

(AVTA bus 40985, Route 11 Westbound)

The bus operator stated there was no traffic collision. The other party stated he was driving and swerved to avoid collision with another vehicle, which time his mirror struck the bus.

Deputy Maselli coordinated with AVTA dispatch regarding "Traffic Collision" on 32nd Street East and Avenue I in Lancaster to prevent service disruptions (LAN26041-0081). He also responded to 40th Street West and Ave L-6 in Lancaster and assisted Lancaster Sheriff regarding a "Article search – Gun" (LAN26041-0071). He monitored AVTA commuter routes 785, 786, 787 and 790 during their morning runs, as well as bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC). He also oversaw routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at the Sgt. Steven Owen Memorial Park (OMP), along with the AVTA building and bus yard. Further patrol included routes 1, 4, 7, and 11 at the Lancaster Senior Center, Lancaster Metrolink Station, and additional monitoring of AVTA routes 11, 12, 1, 5, 7, and 9. He also participated in K9 training in Palmdale.

FEBRUARY 11 (WED)

Deputy Maselli advised AVTA dispatch regarding "Traffic Collision" on 43rd Street East and Pearblossom Highway in Palmdale to prevent service disruptions (PLM26042-0040). Further, he responded to 47th Street East and Avenue S in Palmdale regarding "Disturbance – Business" on AVTA bus 35303, route 3 Northbound. The AVTA bus operator requested that the disruptive party to deboard the bus. An adult Male was subsequently escorted off the bus. Furthermore, he monitored AVTA commuter routes 785, 786, 787 and 790 during their morning runs, as well as bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC). He also oversaw routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at the Sgt. Steven Owen Memorial Park (OMP), along with the AVTA building and bus yard. Further patrol included routes 1, 4, 7, and 11 at the Lancaster Senior Center, Lancaster Metrolink Station, and additional monitoring of AVTA routes 11, 12, 1, 5, 7, and 9. He also participated in K9 training in Palmdale.

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FEBRUARY 12 (THU)

Deputy Maselli advised AVTA dispatch regarding "Traffic Collision" on 15th Street East and Avenue H-8 in Lancaster to prevent service disruptions (LAN26043-0086). He also coordinated with AVTA dispatch regarding "Traffic Collision" on 25th Street East and Avenue R-8 in Palmdale to prevent service delays (PLM26043-0070). Furthermore, he advised AVTA dispatch regarding "Traffic Hazard" on 10th Street West and Avenue O-8 in Palmdale (Adjacent to AVTA bus stop). An adult male appeared intoxicated, was walking Southbound in lane #1 of Northbound traffic. Subject was nearly struck by several vehicles (PLM26043-0080). He monitored AVTA commuter routes 785, 786, 787 and 790 during their morning runs, as well as bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC). He also oversaw routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at the Sgt. Steven Owen Memorial Park (OMP), along with the AVTA building and bus yard. Further patrol included routes 1, 4, 7, and 11 at the Lancaster Senior Center, Lancaster Metrolink Station, and additional monitoring of AVTA routes 11, 12, 1, 5, 7, and 9. He also participated in K9 training in Palmdale.

FEBRUARY 13 (FRI)

Deputy Maselli coordinated with AVTA dispatch regarding "Traffic Collision" on 22nd Street East and Palmdale Boulevard in Palmdale to prevent service delays (PLM26044-0071). He advised AVTA dispatch regarding "Traffic Hazard – Crossing Arms" on Sierra Highway and Rancho Vista Boulevard in Palmdale to prevent service disruptions (PLM26044-0095). He also advised AVTA dispatch regarding "Traffic Collision" on 15th Street West and Avenue K in Lancaster to prevent service delays (LAN26044-0175). Furthermore, he advised AVTA dispatch regarding "Traffic Collision" on Valley Central Way and Avenue I in Lancaster to prevent service Disruptions (LAN26044-0179). He maintained oversight of AVTA commuter routes 785, 786, 787 and 790 during their morning operations. His patrol duties also extended to AVTA bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC), as well as routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at Sgt. Steven Owen Memorial Park (OMP). Deputy Maselli also conducted regular checks at the AVTA building and bus yard, and monitored routes 1, 4, 7, and 11 at the Lancaster Senior Center, as well as the Lancaster Metrolink Station. He further oversaw routes 11, 12, and 1, 5, 7, 9, in addition to participating in K9 training in Palmdale.

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FEBRUARY 16 (MON)

Deputy Maselli coordinated with AVTA dispatch regarding "Traffic Hazard" on 5th Street East and Palmdale Boulevard in Palmdale to prevent service delays (PLM26047-0077). He maintained oversight of AVTA commuter routes 785, 786, 787 and 790 during their morning operations. His patrol duties also extended to AVTA bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC), as well as routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at Sgt. Steven Owen Memorial Park (OMP). Deputy Maselli also conducted regular checks at the AVTA building and bus yard, and monitored routes 1, 4, 7, and 11 at the Lancaster Senior Center, as well as the Lancaster Metrolink Station. He further oversaw routes 11, 12, and 1, 5, 7, 9, in addition to participating in K9 training in Palmdale.

FEBRUARY 17 (TUE)

Deputy Maselli advised AVTA dispatch regarding "Disturbance" on 50th Street West and Avenue M in Quartz Hill (AVTA bus stop) regarding transit safety (LAN26048-0101). He maintained oversight of AVTA commuter routes 785, 786, 787 and 790 during their morning operations. His patrol duties also extended to AVTA bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC), as well as routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at Sgt. Steven Owen Memorial Park (OMP). Deputy Maselli also conducted regular checks at the AVTA building and bus yard, and monitored routes 1, 4, 7, and 11 at the Lancaster Senior Center, as well as the Lancaster Metrolink Station. He further oversaw routes 11, 12, and 1, 5, 7, 9, in addition to participating in K9 training in Palmdale.

FEBRUARY 18 (WED)

Deputy Maselli coordinated with AVTA dispatch regarding "Traffic Collision" on Sierra Highway and Avenue O in Palmdale to prevent service delays (PLM26049-0096). He monitored several AVTA routes throughout the day, including commuter routes 785, 786, 787 and 790 during their morning runs, and bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC). His duties also covered monitoring routes 1, 2, 3, and routes 1, 4, 5, 9, 11, 12, and 50/Lake LA at Sgt. Steven Owen Memorial Park (OMP), as well as conducting checks at the AVTA building and bus yard. He further monitored routes 1, 4, 7, and 11 at the Lancaster Senior Center and Lancaster Metrolink Station, along with routes 11, 12, 1, 5, 7, and 9, and participated in K9 training in Palmdale.

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FEBRUARY 19 (THU)

Deputy Maselli responded to the intersection of Sierra Hwy and Avenue I in Lancaster regarding a "Traffic Collision" involving AVTA bus 40856, route 4 Southbound. The bus was occupied by three (3) Passengers, and a bus operator. No injuries were reported (LAN26050-0123). See report for more information, URN 926-02510-1122-250. Furthermore, he advised AVTA dispatch regarding "Traffic Collision" on 10th Street West and Avenue L in Lancaster to prevent service disruptions (LAN26050-0128). He monitored AVTA commuter routes 785, 786, 787 and 790 during their morning runs, as well as bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC). He also oversaw routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at the Sgt. Steven Owen Memorial Park (OMP), along with the AVTA building and bus yard. Further patrol included routes 1, 4, 7, and 11 at the Lancaster Senior Center, Lancaster Metrolink Station, and additional monitoring of AVTA routes 11, 12, 1, 5, 7, and 9. He also participated in K9 training in Palmdale.

FEBRUARY 20 (FRI)

Deputy Maselli coordinated with AVTA dispatch regarding "Traffic Collision" on 40th Street East and Palmdale Boulevard in Palmdale to prevent service disruptions (PLM26051-0103). He also advised AVTA dispatch regarding "Traffic Collision" on 5th Street East and Palmdale Boulevard in Palmdale to prevent service delays (PLM26051-0088). Furthermore, he advised AVTA dispatch regarding "Traffic Collision" on 47th Street East and Avenue R-12 in Palmdale to prevent service disruptions (PLM26051-0122). He coordinated with AVTA dispatch regarding "Traffic Collision" on 20th Street West and Avenue O in Palmdale to prevent service delays (PLM26051-0151). He also advised AVTA dispatch regarding "Battery" on AVTA bus at 39000 Clock Tower Plaza Drive in Palmdale (PTC). Informant declined to file a report. He maintained oversight of AVTA commuter routes 785, 786, 787 and 790 during their morning operations. His patrol duties also extended to AVTA bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC), as well as routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at Sgt. Steven Owen Memorial Park (OMP). Deputy Maselli also conducted regular checks at the AVTA building and bus yard, and monitored routes 1, 4, 7, and 11 at the Lancaster Senior Center, as well as the Lancaster Metrolink Station. He further oversaw routes 11, 12, and 1, 5, 7, 9, in addition to participating in K9 training in Palmdale.

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FEBRUARY 23 (MON)

Deputy Maselli coordinated with AVTA dispatch regarding "Traffic Collision" on 60th Street West and Avenue N in Palmdale to prevent service interruptions (PLM26054-0054). He also advised AVTA dispatch regarding "Traffic Collision" on 10th Street West and Avenue K-4 in Palmdale to prevent service delays (PLM26054-0228). He monitored AVTA commuter routes 785, 786, 787 and 790 during their morning runs, as well as bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC). He also oversaw routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at the Sgt. Steven Owen Memorial Park (OMP), along with the AVTA building and bus yard. Further patrol included routes 1, 4, 7, and 11 at the Lancaster Senior Center, Lancaster Metrolink Station, and additional monitoring of AVTA routes 11, 12, 1, 5, 7, and 9. He also participated in K9 training in Palmdale.

FEBRUARY 24 (TUE)

Deputy Maselli coordinated with AVTA dispatch regarding "Person with a Knife" on AVTA bus 40089 on Avenue I and Challenger Way in Lancaster (LAN26055-0079). A couple of juveniles playing on the bus, pushing each other. No evidence of crime. Disturbing parties deboarded the bus. He monitored AVTA commuter routes 785, 786, 787 and 790 during their morning runs, as well as bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC). He also oversaw routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at the Sgt. Steven Owen Memorial Park (OMP), along with the AVTA building and bus yard. Further patrol included routes 1, 4, 7, and 11 at the Lancaster Senior Center, Lancaster Metrolink Station, and additional monitoring of AVTA routes 11, 12, 1, 5, 7, and 9. He also participated in K9 training in Palmdale.

FEBRUARY 25 (WED)

Deputy Maselli responded to Sierra Highway and Avenue J in Lancaster regarding "Disturbance" on AVTA Bus 40089, Route 12 Westbound. The AVTA bus operator requested that the disruptive party to deboard the bus (GPA/UTL). He deboarded the bus. He coordinated with AVTA dispatch regarding "Hit and Run" on Sierra Highway and Palmdale Boulevard in Palmdale involving AVTA bus 60318, route 1 Southbound (LAN26056-0177). No Injuries, No damage to the bus. He maintained oversight of AVTA commuter routes 785, 786, 787 and 790 during their morning operations. His patrol duties also extended to AVTA bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC), as well as routes 1, 2, 3, 1, 4, 5, 9, 11, 12, and 50/Lake LA at Sgt. Steven Owen Memorial Park

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(OMP). Deputy Maselli also conducted regular checks at the AVTA building and bus yard, and monitored routes 1, 4, 7, and 11 at the Lancaster Senior Center, as well as the Lancaster Metrolink Station. He further oversaw routes 11, 12, and 1, 5, 7, 9, in addition to participating in K9 training in Palmdale.

FEBRUARY 26 (THU)

Deputy Maselli coordinated with AVTA dispatch regarding a reported "Traffic Collision" at the intersection of Avenue L and Sierra Highway in Lancaster. The incident involved AVTA bus 40090, route 4 Northbound. At the time of the incident, five (5) passengers were onboard. No Injuries were reported (LAN26057-0133). He also advised AVTA dispatch regarding "Traffic Collision" on 60th Street West and Avenue J in Lancaster to prevent service disruptions (LAN26057-0198). Furthermore, he conducted high visibility fare enforcement at 10th Street West and Ave K-8 in Lancaster (AVTA bus turnaround platform).

He monitored several AVTA routes throughout the day, including commuter routes 785, 786, 787 and 790 during their morning runs, and bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC). His duties also covered monitoring routes 1, 2, 3, and routes 1, 4, 5, 9, 11, 12, and 50/Lake LA at Sgt. Steven Owen Memorial Park (OMP), as well as conducting checks at the AVTA building and bus yard. He further monitored routes 1, 4, 7, and 11 at the Lancaster Senior Center and Lancaster Metrolink Station, along with routes 11, 12, 1, 5, 7, and 9, and participated in K9 training in Palmdale.

FEBRUARY 27 (FRI)

Deputy Maselli coordinated with AVTA dispatch regarding "Traffic Collision" on Sierra Highway and Avenue I in Lancaster to prevent service disruptions (LAN26058-0155). He also advised AVTA dispatch regarding "Traffic Collision" on 25th Street East and Avenue S in Palmdale to prevent service delays (PLM26058-0157). He monitored AVTA commuter routes 785, 786, 787 and 790 during their morning runs, along with monitoring AVTA bus routes 1, 3, 7, and 51/Lake LA at the Palmdale Transportation Center (PTC). He also kept an eye on routes 1, 2, 3, and routes 1, 4, 5, 9, 11, 12, and 50/Lake LA at Sgt. Steven Owen Memorial Park (OMP). Additionally, he conducted checks at the AVTA building and bus yard, and monitored routes 1, 4, 7, and 11 at the Lancaster Senior Center and Lancaster Metrolink Station. His duties further included monitoring routes 11, 12, 1, 5, 7, and 9, as well as participating in K9 training at the K-9 facility (SBI).

County of Los Angeles Sheriff's Department

Antelope Valley Transit Authority

Monthly Summary

February 2026

CRIME – TRANSIT SAFETY

- **PERSON WITH A GUN**

27th Street West and Avenue K-12 in Lancaster

- **RESCUE RESPONDING**

10th Street West and Avenue K-8 in Lancaster
(SGT. Owen Memorial Park - AVTA bus turnaround)
AVTA Bus 40089, Route 11 Westbound)
Female Adult who had fallen from her wheelchair while on board.
Paramedics were dispatched to provide medical assistance. (EMS TAG 40390).

- **PETE KNIGHT HIGH SCHOOL (BUS STOP)**

37423 70th Street East in Palmdale
AVTA bus 60314, route 98 Westbound
All students boarded the bus in an orderly manner without incident.

- **DISTURBANCE – BUSINESS**

- 25th Street West and Avenue L in Lancaster
(AVTA bus 40872, Route 5 Westbound)
Passenger disturbance reported on an AVTA bus. The disturbing party was reported to be a female adult accompanied by an infant. Subject was gone Prior to arrival. Unable to locate (GPA/UTL).
- 47th Street East and Avenue S in Palmdale
(AVTA bus 35303, route 3 Northbound)
The AVTA bus operator requested that the disruptive party to deboard the bus. An adult Male was subsequently escorted off the bus.
- 50th Street West and Avenue M in Quartz Hill
(AVTA bus stop)
- Sierra Highway and Avenue J in Lancaster
(AVTA Bus 40089, Route 12 Westbound)
The AVTA bus operator requested that the disruptive party to deboard the bus. He deboarded the bus (GPA/UTL).

County of Los Angeles Sheriff's Department

Antelope Valley Transit Authority

Monthly Summary

February 2026

- 1828 Hours "Disturbance - Business"
12th Street West and Avenue K in Lancaster
(AVTA bus 40985, Route 11 Westbound)
The bus operator stated there was no traffic collision. The other party stated he was driving and swerved to avoid collision with another vehicle, which time his mirror struck the bus.

- **ARTICLE SEARCH (GUN)**

40th Street West and Ave L-6 in Lancaster

- **BATTERY**

39000 Clock Tower Plaza Drive in Palmdale (PTC). Informant declined to file a report.

- **DISTURBANCE, PERSON WITH A KNIFE**

Avenue I and Challenger Way in Lancaster
(AVTA bus 40089, Route 11 Westbound)
A couple of juveniles playing on the bus, pushing each other. No evidence of crime. Disturbing parties deboarded the bus.

- **HIT AND RUN**

Sierra Highway and Palmdale Boulevard in Palmdale
(AVTA Bus 60318, Route 1 Southbound)
No injuries, No damage to the bus.

TRANSIT SAFETY, SERVICE DISRUPTIONS & TRAFFIC DELAYS

- **TRAFFIC COLLISION AND RESCUE RESPONDING**

- Sierra Highway and Avenue O in Palmdale
- 17th Street West and Avenue I in Lancaster
- 10th Street West and Avenue K in Lancaster
(AVTA bus 60913, Route 1 Northbound)
- 45th Street West and Avenue L-4 in Quartz Hill
- Avenue J-4 and Cedar Avenue in Lancaster
- 20th Street West and Avenue I in Lancaster

County of Los Angeles Sheriff's Department

Antelope Valley Transit Authority

Monthly Summary

February 2026

- 10th Street West and Avenue O-8 in Palmdale
- 50th Street West and Avenue L-8 in Lancaster
- 32nd Street East and Avenue I in Lancaster
- 43rd Street East and Pearblossom Highway in Palmdale
- 15th Street East and Avenue H-8 in Lancaster
- 25th Street East and Avenue R-8 in Palmdale
- 22nd Street East and Palmdale Boulevard in Palmdale
- 15th Street West and Avenue K in Lancaster
- Valley Central Way and Avenue I in Lancaster
- Sierra Highway and Avenue O in Palmdale
- Sierra Hwy and Avenue I in Lancaster
(AVTA Bus 40856, Route 4 Southbound)
The bus was occupied by three (3) Passengers, and a bus operator.
No injuries were reported (LAN26050-0123). URN 926-02510-1122-250.
- 10th Street West and Avenue L in Lancaster
- 5th Street East and Palmdale Boulevard in Palmdale.
- 40th Street East and Palmdale Boulevard in Palmdale
- 47th Street East and Avenue R-12 in Palmdale
- 20th Street West and Avenue O in Palmdale
- 60th Street West and Avenue N in Palmdale
- 10th Street West and Avenue K-4 in Palmdale
- Avenue L and Sierra Highway in Lancaster
- 60th Street West and Avenue J in Lancaster
- Sierra Highway and Avenue I in Lancaster
- 25th Street East and Avenue S in Palmdale

- TRAFFIC HAZARD

- 10th Street West and Palmdale Boulevard in Palmdale
- 10th Street West and Avenue O-8 in Palmdale (Adjacent to AVTA bus stop). An adult male appeared intoxicated, was walking Southbound in lane #1 of Northbound traffic. Subject was nearly struck by several vehicles
- 5th Street East and Palmdale Boulevard in Palmdale to prevent service delays (PLM26047-0077).
- Crossing Arms" on Sierra Highway and Rancho Vista Boulevard in Palmdale to prevent service disruptions (PLM26044-0095)

County of Los Angeles Sheriff's Department

Antelope Valley Transit Authority

Monthly Summary

February 2026

- **WARNINGS**

Deputy Maselli warned and advised regarding "Drinking an Alcoholic Beverage in Public", "Failure to Obey Posted Sign", and "No Smoking" at the transit centers.

- **AVTA BUS STOPS & BUS BAYS**

Deputy Maselli checked, monitored, and cleared an estimated seventy-five (75) AVTA bus stops throughout the city of Palmdale and Lancaster daily. He conducted high visibility crime deterrence patrol with his K-9 DOC Holliday at various bus stops and transportation centers.

During the month of February, Deputy Maselli and his K-9 partner "Doc Holliday" logged a total of 200 work hours. At the start of each shift, Deputy Maselli proactively engaged with bus operators, addressing any concerns or issues from the day before and discussing any ongoing challenges. On average, he contacted 25-30 bus operators daily throughout the month.



DATE: March 24, 2026

TO: BOARD OF DIRECTORS

SUBJECT: Marketing and Communications Log

RECOMMENDATION:

Receive and File

FISCAL IMPACT:

Not Applicable

BACKGROUND:

Marketing and Communication Log for February 11 through March 11, 2026.

Prepared by:

Submitted by:

James Royal
Director of Marketing

Martin J. Tompkins
Executive Director/CEO

Attachment(s):

Marketing and Communications Log – February 11 through March 11, 2026

Marketing and Communications Log - February 11 through March 11, 2026.
March 24, 2026
Page 2



M E M O R A N D U M

DATE: March 11, 2026
TO: Board of Directors
FROM: James Royal, Director of Marketing
SUBJECT: Marketing and Communications Log

Between February 11, 2026, and March 11, 2026, the Marketing and Communications Department handled press and outreach activities chronicled in the log below. The department sent out no press releases and received no mentions in news or online articles.

AVTA also participated in local community outreach at the following events: AV HS Future Ready Career/Resource Fair, AV Chambers of Commerce Mixer, CCAV Heart Sounds Charity Gala, AVTA 2027 Service Change Outreach and Feedback Collection at OMP and PTC, LA Metro LIFE Program Outreach - PTC and OMP, AV Hispanic Chambers Installation Dinner, AV Fair Association Barn Bash, Lake Los Angeles - Senior Travel Training, and AV ALTA Home Match- Staffed Table

MARKETING AND COMMUNICATIONS LOG
March 24, 2026, BOARD MEETING

| Date | Publication | Topic | Type |
|-------------|--------------------|--------------|-------------|
| | | | |
| | | | |
| | | | |



DATE: March 24, 2026
TO: BOARD OF DIRECTORS
SUBJECT: Destruction of AVTA Records

RECOMMENDATION

In accordance with AVTA’s Record Retention Policy, authorize the destruction of the on-site records (paper, electronic, audio, photographic, etc.) detailed on the Records Destruction list (Attachment A).

FISCAL IMPACT

Costs associated with the secure destruction of documents are included in an annual or monthly destruction contract.

BACKGROUND

AVTA’s Records Management Department is responsible for coordinating the identification of records across departments to determine which records have met the required retention period for destruction.

After Board approval is obtained, the records department will supervise the destruction of the records on the attached list. The Certification of Destruction and a final list of the documents destroyed will be maintained in a permanent file.

Prepared by:

Submitted by:

Paulina Hurley
Executive Assistant/Records Mgmt. Tech.

Martin J. Tompkins
Executive Director/CEO

CC 5 - ATTACHMENT A

| File Number | File Name (Line #1) | Description (Line #2) | Date (Line #3) | Retention Year | Triggering Event | Quarter | Responsible Party | Approval Signature |
|-------------|---|---|---------------------------------|----------------|------------------|---------|-------------------|--------------------|
| 0660-05 | BUELNA DANIEL A | | 11/23/2015 (CLOSED 06/16/2016) | 2026 | FR+10Y | Q2 | Martin Tompkins | |
| 0660-05 | DESSAINT DAVID | | 11/23/2015 (CLOSED 06/16/2016) | 2026 | FR+10Y | Q2 | Martin Tompkins | |
| 0660-30 | OLIPHANT, ALEXANDER, BURRANGE, MURREL & BURRAGE | | 07/20/2012 (CLOSED 06/16/2016) | 2026 | FR+10Y | Q2 | Martin Tompkins | |
| 0670-10 | APPLICATIONS - INSURANCE | | FROM 07/01/2019 THRU 06/30/2020 | 2026 | S+6Y | Q2 | Judy Fry | |
| 0670-10 | INSURANCE POLICIES | VOL 1 OF 2 | FROM 07/01/2019 THRU 06/30/2020 | 2026 | S+6Y | Q2 | Judy Fry | |
| 0670-10 | INSURANCE POLICIES | VOL 2 OF 2 | FROM 07/01/2019 THRU 06/30/2020 | 2026 | S+6Y | Q2 | Judy Fry | |
| 0210-10 | VEHICLE #231 | | FROM 10/29/2015 THRU 06/27/2022 | 2026 | DISPOSITION+4Y | Q2 | Cecil Foust | |
| 0210-10 | VEHICLE #323 | | FROM 03/01/2001 THRU 05/31/2022 | 2026 | DISPOSITION+4Y | Q2 | Cecil Foust | |
| 0210-10 | VEHICLE #4758 | | FROM 11/29/2012 THRU 04/12/2022 | 2026 | DISPOSITION+4Y | Q2 | Cecil Foust | |
| 0210-10 | VEHICLE #4759 | | FROM 11/29/2012 THRU 04/01/2022 | 2026 | DISPOSITION+4Y | Q2 | Cecil Foust | |
| 0210-10 | VEHICLE #4760 | | FROM 11/29/2012 THRU 04/15/2022 | 2026 | DISPOSITION+4Y | Q2 | Cecil Foust | |
| 0210-10 | VEHICLE #4762 | | FROM 12/30/2014 THRU 04/01/2022 | 2026 | DISPOSITION+4Y | Q2 | Cecil Foust | |
| 0210-10 | VEHICLE #4763 | | FROM 12/30/2014 THRU 04/01/2022 | 2026 | DISPOSITION+4Y | Q2 | Cecil Foust | |
| 0210-10 | VEHICLE #4764 | | FROM 07/10/2015 THRU 04/01/2022 | 2026 | DISPOSITION+4Y | Q2 | Cecil Foust | |
| 0485-10 | PUBLIC SECTOR E-PROCUREMENT SVCS SOLUTION | | FROM 03/04/2021 THRU 04/01/2021 | 2026 | AC+5Y | Q2 | Cecil Foust | |
| 0610-10 | AMERICAN TOWER | LICENSE AGREEMENT | FROM 02/17/2005 THRU 06/14/2011 | 2026 | AC+5Y | Q2 | Cecil Foust | |
| 0610-10 | ANTELOPE VALLEY COLLEGE | CAMPUS CONNECT STUDENT PASS PROGRAM | FROM 08/08/2017 THRU 06/30/2021 | 2026 | AC+5Y | Q2 | Cecil Foust | |
| 0610-10 | VINSA INSURANCE ASSOCIATES | INSURANCE BROKER OF RECORD | FROM 03/15/2019 THRU 06/30/2021 | 2026 | AC+5Y | Q2 | Cecil Foust | |
| 0610-10 | WEIDEMAN GROUP | CA GOV RELATIONS CONSULTANT/LOBBYIST/ADVOCATE | FROM 03/31/2016 THRU 06/30/2021 | 2026 | AC+5Y | Q2 | Cecil Foust | |
| 0610-15 | LANCASTER CITY OF | PUBLIC SAFETY PROGRAMMING SECURITY AGREEMENT | FROM 06/01/2020 THRU 06/30/2021 | 2026 | AC+5Y | Q2 | Cecil Foust | |
| 0610-15 | PALMDALE CITY OF | PUBLIC SAFETY PROGRAMMING SECURITY AGREEMENT | FROM 06/15/2020 THRU 06/30/2021 | 2026 | AC+5Y | Q2 | Cecil Foust | |
| 0610-60 | LANCASTER CITY OF | BUS STOP MAINTENANCE PROGRAM | FROM 05/23/2016 THRU 05/23/2021 | 2026 | AC+5Y | Q2 | Cecil Foust | |
| 0610-60 | PALMDALE CITY OF | BUS STOP MAINTENANCE PROGRAM | FROM 07/01/2018 THRU 06/30/2021 | 2026 | AC+5Y | Q2 | Cecil Foust | |



DATE: March 24, 2026

TO: BOARD OF DIRECTORS

SUBJECT: Consideration and Acceptance of the Annual Vacancies, Recruitment, and Retention Efforts Report in Compliance with AB 2561 (Government Code §3502.3)

RECOMMENDATION

Conduct a public hearing to present an overview of current job vacancies, recruitment efforts, and retention strategies to comply with Assembly Bill 2561/Government Code Section 3502.3. a. Open public hearing; b. Receive staff report; c. Receive public testimony; d. Close public hearing.

FISCAL IMPACT

The proposed recommendation will have no financial impact on the FY 2026/2027 Budget.

BACKGROUND

Assembly Bill 2561 (McKinnor), effective January 1, 2025, requires public agencies to hold a public hearing at least annually to present their job vacancies, recruitment, and retention efforts to the governing board. This legislation aims to enhance transparency regarding public sector staffing issues and address ongoing vacancies, which can negatively impact public services and workers by increasing workloads and contributing to burnout.

REASON FOR RECOMMENDATION

A Public Hearing is required to satisfy the requirements of Assembly Bill 2561/Government Code Section 3502.3, regarding job vacancies, recruitment, and retention of Antelope Valley Transit Authority employment/employees.

Prepared by:

Submitted by:

Amber Johnson
Human Resources and EEO Manager

Martin J. Tompkins
Executive Director/CEO

Attachment: A – 2026 Staff report on Vacancies/Recruitment/Retention



2026 Staff Report on Vacancies, Recruitment and Retention

Summary

As of March 2026, AVTA maintains a full staff, with a total headcount of 47 employees and one current open vacancy. Since March 2025, AVTA has had open vacancies during four months. The highest vacancy rate occurred in April 2025 at 7.41%, which was resolved by May 2025, returning the vacancy rate to 0% until January 2026 at which time a new vacancy opened due to the retirement of one employee.

Currently, AVTA has one vacancy that is in the interview phase of the recruitment process. This position is expected to be filled by April 2026. After this hire, no additional vacancies are anticipated for the remainder of 2026. AVTA is not experiencing any recruitment challenges at this time.

The following charts provide a visual summary of:

- Monthly employee headcount
- Vacancy percentages per month
- An overview of AVTA’s recruitment process
- Positive retention analytics

This information demonstrates AVTA’s ongoing workforce stability and the success of its recruitment and retention practices throughout the year.

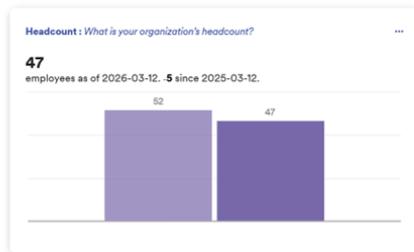
Vacancies

AVTA Vacancy/Recruitment/Retention Information

| 2025-2026 | Mar-25 | Apr-25 | May-25 | Jun-25 | Jul-25 | Aug-25 | Sep-25 | Oct-25 | Nov-25 | Dec-25 | Jan-26 | Feb-26 |
|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| # of Vacancies Created | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| # of Vacancies Filled | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| # Remaining Vacancies | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Terminated Employees | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 3 |
| Current Employee Count | 51 | 50 | 54 | 53 | 53 | 53 | 53 | 53 | 52 | 52 | 50 | 47 |
| # Budgeted FTEs | 53 | 54 | 54 | 54 | 53 | 53 | 53 | 53 | 52 | 52 | 51 | 48 |
| % of Vacancies | 3.77% | 7.41% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 1.96% | 2.08% |

Average % of Vacancies at the end of each month: 1.27%
Highest % of Vacancies at the end of a month: 7.41%
Lowest % of Vacancies at the end of a month: 0.00%

As of 3/24/2026: AVTA has 1 vacancy which is in the process of being filled pending selection following the interview process, no recruitment challenges have been experienced during the reporting period and no further anticipated recruitment efforts for the remainder of the calendar year



Recruitment Process

| Recruitment Information | |
|--|--|
| Recruitment/Hiring Process | Description |
| Vacancy Created | Voluntary Separation, Retirement, Involuntary Separation, Internal Promotion, Newly approved position |
| Recruitment Requisition created | Manager gets approval from Executive Director/CEO to open recruitment; newly created positions go to Board for approval |
| Determine Recruitment Activity Type | Recruit external & interna candidates; or recruit internally only |
| Job Postings | Advertise job opening through multiple outlets; ADP requisition posts directly to Indeed and ZipRecruiter; Post on AVTA website and in AV Press Newspaper |
| Application Screening | HR and hiring Manager screen applicants that meet minimum qualifications |
| Interview Selection/Scheduling | Qualified applicants are selected and contacted for Interview Scheduling |
| Candidate Exam | Once applicants are scheduled for interview they are sent pre-interview assessment (completed pre-interview); Applicable positions may have additional candidate exam to determine relevant experience, skills, qualifications and understanding of job requirements (Included in interview) |
| Select Candidate from Eligibility List | Interview committee and HR evaluate interview results and offer recommendation of top candidate(s) from eligibility list to hiring manager; Manager accepts and approves recommendation |
| Conditional Job Offer | HR drafts conditional offer letter to chosen candidate; Executive Director/CEO authorizes HR to send conditional job offer to selected candidate |
| Pre-Employment Process | Selected candidate accepts conditional job offer, HR processes next steps in recruitment process including background check and drug screen/physical |
| Job Placement | Selected candidate passes background check and drug screen/physical and is given confirmed employment start date |

Retention

Average length of time of service for active headcount in the organization.

Analyze Benchmarks About

8 Years **7** Months
as of **2026-03-12**.

▲0.6 Years
Current Day Vs Prior Year's Same Day
2026-03-12 | 2025-03-12

7 Years **9** Months
Median Tenure
2026-03-12

Data Refreshed: 03/12/2026 1:08 PM PDT

Longest Tenured Employee: 18.58 years Shortest Tenured Employee: 10 months

