



# TRANSITION PLAN

**Draft: January 28, 2026**

**Revised: February 2026**

# SECTION 1: INTRODUCTION

## 1.1 Background

Through studies completed by El Paso County to study countywide public transportation, it was recommended El Paso County Regional Transit Institutional Options Feasibility Study in April 2019 to develop a new governance structure for El Paso County Transit. In December 2020, the El Paso County Commissioners Court authorized the creation of the El Paso Area Transportation Services, LGC (EPATS) acting as El Paso Transportation Authority (ETA) to assume public transit services from El Paso County. Since December 2020, the following actions have taken place:

- The towns of Anthony and Clint have formally joined ETA.
- The City of Socorro, Sun Metro, El Paso Metropolitan Planning Organization and Far West Texas/El Paso Regional Transportation Coordination Committee (WTEP) have joined as advisory members.
- El Paso County Transit Operations Department was created, with a director hired to provide direction to EPATS and County transit operations.
- El Paso County Commissioners Court has approved the transfer of the Rural Transit District status to ETA.
- ETA is pursuing direct recipient status from Sun Metro by following its Service Expansion Policy.
- New operating contracts have been negotiated with for transit operations, vanpool and the intercity bus service to New Mexico with ETA as a party.
- A new organizational structure has been created, and El Paso County is in the process of recruiting staff to fully staff ETA.
- A joint budget has been approved by the ETA Board of Directors; and
- ETA staff is applying for new TxDOT grants under its name for funding after September 1, 2026.

## 1.2 Purpose

The purpose of the Transition Plan is to provide the ETA Board of Directors and El Paso County Commissioner Court with information on key issues related to governance, finances, organizational responsibilities, and service planning. It also provides a transition plan for the key functions of the agency. The Transition Plan will inform decisions about the formation of the consolidated agency and provides a roadmap for transitioning from the El Paso County Transit Operations Department to an independent transit authority operated through a local government corporation).

## 1.3 Transition Plan Organization

The Transition Plan is organized in a manner following this introductory section. A brief description of each section is provided below.

- **Structure and Governance** - This section includes the principles guiding the transition of transit operations from El Paso County to ETA.
- **Financial Management** - Presents the one-time and ongoing costs of consolidation, a conceptual budget, and three-year budget outlook. This section provides a description of how the financial management functions will be organized and delivered. The recommended capital asset ownership is also discussed.
- **Organization and Human Resources Management** - Presents the organization structure and staffing plan, a plan for transitioning existing employees to ETA, and describes how the human resources and benefits administration function will be carried out. The development of human resources policies and procedures is also discussed.

- **Service Planning and Operations** - This section discusses the operational plans of ETA following the Transit Development Plan and the Regional Transit Study prepared by the Texas A&M Transportation Institute with options for managing the transit operating contracts.
- **Capital Project Management** - Addresses how capital projects will be managed for ETA.
- **Other Issues** - This section addresses the future transit operations facility and El Paso County's desires to use the contribution to the land as an in-kind match.
- **Implementation Schedule** - A schedule is provided for the key activities required to ensure that the new agency is fully functioning by September 1, 2026.

## 1.4 Approach to the Plan

The transition planning process has been underway since the hiring of an Executive Director in June 2025. The steps necessary towards a successful transition includes:

1. Adopt a transition plan by ETA and El Paso County for the transfer of transit operations.
2. Adoption of policies and procedures to govern ETA's operations such as financial management, procurement, public transit safety, transit asset management, human resources and personnel management, benefits and retirement and insurance provision
3. TxDOT transfers the rural transit district status to ETA upon action by the Texas Transportation Commission
4. FTA provides direct recipient status to ETA upon Sun Metro issuance of the split letter of funding and approval of ETA's request to be a direct recipient
5. A financial plan and budget approved by the Board for fiscal year 2027
6. New interlocal agreements for local match funding from each of the member agencies
7. New master agreement for services from El Paso County
8. Transfer of Assets, Contracts and Grants memorandum of understanding from El Paso County to ETA, approved by TxDOT approved by County Attorney, ETA Attorney, ETA Board and El Paso County Commissioners Court; and
9. Finalization of staff support needed for ETA – whether staff is employees of El Paso County contracted to ETA or staff is directly employed by ETA and to amend the Executive Director's contract to remove El Paso County as a party.

The Transition Plan is also a tool through which a number of outstanding technical details in the agency formation process will be resolved.

## SECTION 2: GUIDING PRINCIPLES

### Guiding Principles for Transition

The following are “Guiding Principles” to affirm intent of transitioning transit operations from El Paso County to El Paso Transportation Authority (ETA).

1. Formation of a new regional transit agency is the intent of the parties joining in this process. Those parties are El Paso County, the City of San Elizario, Towns of Horizon City, Clint and Anthony and Village of Vinton with advisory support from the El Paso Metropolitan Planning Organization, City of El Paso Mass Transit Department, City of Socorro and Far West Texas/El Paso Regional Transportation Coordination Committee (WTEP).
2. The intended form of organization resulting from this transition process is management of public transit operations by ETA.
3. The goal is to have the transition completed by September 1, 2026 with assumption of full transit system management under ETA’s direction.
4. All parties to this process agree to cooperate fully in consistent pursuit of the intended outcome.
5. All parties engaged in this formation process agree to fully and openly share information.
6. The staff of El Paso County departments agree to work collaboratively to address all issues that relate to current or future transit operating details for ETA’s success.
7. The services delivered by ETA will be consistent with the expectations of El Paso County and its participating members. Each participating member agency will be involved in all decisions regarding service levels and service deployment within their jurisdiction. The initial service to be provided by ETA shall be the same as that currently provided until such time as ETA carries out a region-wide planning process at which time services may be restructured under the direction of the ETA Board of Directors.
8. Decisions by any member of ETA that may have an impact on the future of the new organization or its ability to deliver service will be made known to all member agencies in advance in order to provide the opportunity for input as they may affect the transition process or its outcome.

## SECTION 3: IMPLEMENTATION TIMELINE

| Action                                                                                               | Estimated Date                                  |
|------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| Review Transition Plan                                                                               | January, 2026                                   |
| Adopt Transition Plan                                                                                | ETA: February 25, 2026<br>County: March 9, 2026 |
| Employees make decision if transfer to ETA or will seek employment elsewhere within County           | February 28, 2026                               |
| Draft Master Agreement, Transfer of Assets, Contracts and Grants MOU                                 | February and March 2026                         |
| Set up insurance                                                                                     | March 2026                                      |
| Adopt Master Agreement, Transfer of Assets, Contracts and Grants MOU                                 | April 2026                                      |
| Hire four (4) vacant positions                                                                       | February to April 2026                          |
| Determine staffing structure, establish benefits and retirement plan                                 | February to April 2026                          |
| Submit all compliance documents to TxDOT for Rural Transit District status                           | February 2026                                   |
| Complete Sun Metro Service Expansion Policy Process                                                  | April 2026                                      |
| Submit all compliance documents to FTA for Direct Recipient status                                   | April 2026                                      |
| If necessary, hire for positions that elect not to remain in County of El Paso government            | April to July 2026                              |
| Establish Line of Credit and complete financial setup, including chart of accounts, budget amendment | May 2026                                        |
| Sun Metro issues Split Letter, El Paso MPO programs into TIP                                         | June 2026                                       |
| Review Financial Plan, Interlocal Agreements for FY 2027                                             | June 2026                                       |
| TxDOT issues recommendations for FTA Section 5311 funds                                              | June 2026                                       |
| TxDOT and Texas Transportation Commission approves Rural Transit District status change              | June 2026                                       |
| FTA approves Direct Recipient status                                                                 | July 2026                                       |
| Start work on FTA Section 5307 and 5339 grant                                                        | July 2026                                       |

|                                                                                                                                    |                     |
|------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| TxDOT issues FTA Section 5311 allocations, announces awards for Coordinated Call, ETA executes Project Grant Agreements with TxDOT | June to August 2026 |
| Notification to all contracts, including Executive Director contract that County is withdrawing                                    | August 2026         |
| Amend Executive Director Contract                                                                                                  | August 2026         |
| Transition of staff to ETA employment                                                                                              | September 1, 2026   |
| Transition of Assets, Service Contracts and remaining TxDOT grants to ETA                                                          | September 1, 2026   |
| Adopt FY 2027 Budget, Interlocal Agreements for FY 2027                                                                            | September 2026      |
| Completion of FTA Sections 5307 and 5339 grants in TrAMS                                                                           | November 30, 2026   |

## SECTION 4: CURRENT OPERATIONS

### 4.1 Existing Services

ETA provides public transportation services throughout El Paso County, outside of the Cities of El Paso and Socorro. ETA operates the following services:

- ETA paseo – six (6) intercity fixed routes connecting cities, towns and villages to El Paso
- ETA access – complementary Americans with Disabilities Act (ADA) paratransit operating within a ¾ mile radius of ETA paseo routes
- ETA ándale – on demand microtransit service in San Elizario and Clint
- Vamanos vanpool – commuter vanpool subsidy program for trips originating in El Paso County
- New Mexico Department of Transportation (NMDOT) Park & Ride – intercity service connecting El Paso with Las Cruces, New Mexico.

The fleet consists of 26 compressed natural gas (CNG) fixed route vehicles and 10 gasoline paratransit vans. In FY 2025, ETA carried 572,802 passenger trips for all modes. Transdev is the contractor for ETA paseo, ETA access and ETA ándale with a contract end date of September 30, 2030. Enterprise Mobility is the contractor for Vamanos with a contract end date of December 31, 2026 and ETA has an intergovernmental agreement with NMDOT for the NMDOT Park & Ride Gold Route who contracts with All Aboard America. This interlocal agreement has a contract end date of August 31, 2026. Each of the contracts have been negotiated to include ETA as a party and El Paso County will withdrawal from the contracts upon transfer to ETA. Each of these contracts also have options.

The present level of service operated as of January 27, 2026 is:

- Route 10 - ANTHONY / CANUTILLO – 5:42 a.m. to 7:21 p.m., Monday-Saturday
- Route 20 - MONTANA VISTA – 5:30 a.m. to 8:20 p.m., Monday-Friday, 7:00 a.m. to 4:10 p.m., Saturday & Sunday.
- Route 30 – HORIZON – 5:30 a.m. to 7:25 p.m., Monday-Friday, 8:00 a.m. to 4:40 p.m., Saturday & Sunday.
- Route 31 – EASTLAKE – 5:00 a.m. to 8:15 p.m., Monday-Friday, 8:00 a.m. to 5:30 p.m., Saturday & Sunday.
- Route 40 - FABENS / TORNILLO – 5:45 a.m. to 6:42 p.m., Monday-Friday, 7:00 a.m. to 6:06 p.m., Saturday & Sunday.
- Route 50 - MISSION TRAIL – 5:45 a.m. to 6:30 p.m., Monday-Friday, 7:00 a.m. to 5:45 p.m., Saturday & Sunday.
- Gold Route – 4:32 a.m. to 9:49 a.m. & 2:56 p.m. to 8:32 p.m.. Monday-Friday.
- ETA access – 5:00 a.m. to 8:15 p.m., Monday-Friday, 7:00 a.m. to 7:21 p.m., Saturday, 7:00 a.m. to 6:06 p.m., Sunday.
- ETA ándale - 5:00 a.m. to 8:15 p.m., Monday-Friday, 7:00 a.m. to 7:21 p.m., Saturday, 7:00 a.m. to 6:06 p.m., Sunday.

### 4.2 Status of Service Planning and Planning Studies

El Paso County Commissioners Court has approved the El Paso County Regional Transit Institutional Options Feasibility Study which formed the basis of a series of task orders to enhance El Paso County Transit (today's ETA). A Transit Development Plan has been created to incorporate the elements of the El Paso County Regional Transit Institutional Options Feasibility Study to guide the next three years of ETA operating as an independent agency. ETA's plans are located here: <https://elpasotransportationauthority.org/resources/>

Due to declines in revenues in general, ETA could face annual operating deficits in the near term. The potential for reducing operating service contract costs over the next three (3) years will have a

positive impact on the ETA budget and would likely avoid a deficit, if no other measures were taken. By continuing to update Transit Development Plan, it is recommended that ETA evaluate all available revenue sources, fare structure, service levels, service delivery, and the capital plan for the next three (3) years. An important goal of the Transit Development Plan process is to balance resources with expenditure through cost effective and equitable service provision. In addition, establishing reasonable operating reserves for ETA will be an important financial objective.

### **4.3 Contracts**

The contracts have been reviewed and a listing has been prepared in Appendix B. The contracts are current contracts that are for the El Paso County Transit Operations Department that could be transferred to ETA, as they would have no further obligation to El Paso County. The contracts are expected to continue in their current form at the time of transfer to ETA. After ETA staff has been established to oversee the contracts, the service contracts will be transferred to ETA. It is expected that as part of the Transfer of Assets, Contracts and Grants Memorandum of Understanding (MOU), that the contract shown in Exhibit B would be assigned to ETA and would assume the obligations.

### **4.4 Transit System Rebranding**

In 2021, El Paso County Transit was rebranded as El Paso Transportation Authority (ETA) with sub-brands of ETA paseo, ETA access and ETA ándale.



This new brand will have the opportunity to present a fresh new image to riders and potential riders of the system. It is anticipated that all buses, bus stop signs, bus shelters and marketing materials produced would feature the ETA brand going forward. The transition to the new brand is underway. ETA also has prepared brand guidelines to further emphasize the efforts of the new brand. While the legal name of the new organization is El Paso Area Transportation Services, LGC, staff has filed a “Doing Business As” with the Texas Secretary of State using the El Paso Transportation Authority name. A new marketing consultant will be secured through the Camino Real Regional Mobility Authority to support the promotion of this brand.

## SECTION 5: ONE-TIME STARTUP EXPENSES

The transition from El Paso County to ETA will require certain one-time startup expenses in order to realize the full potential of the process. Though not actually amortized over some specific period of time, it is important to consider the one-time investment in the context of an agency that is expected to exist and operate for many years. At this point in the analysis, a range of costs is used to allow for financial planning while recognizing that future decisions will determine more precise projections.

### 5.1 One-Time Costs

To initiate services as a new agency, there will be certain and anticipated start-up costs. The one-time costs for ETA start up are estimated to be between the ranges of \$250,000 to \$425,000. It is anticipated that the one-time costs will be built into future FTA Sections 5307 and 5311 grants as an eligible operating or capital expense based on eligibility as allowable in FTA Circulars 9050 1.A and 9040 1.G. as amended.

| One-Time Expense                        | Low Estimate     | High Estimate    |
|-----------------------------------------|------------------|------------------|
| Office Relocation                       | \$100,000        | \$150,000        |
| Office Expenses/Supplies/Insurance      | \$50,000         | \$75,000         |
| Professional Services (legal, HR, etc.) | \$100,000        | \$200,000        |
| <b>START-UP COSTS TOTAL</b>             | <b>\$250,000</b> | <b>\$425,000</b> |

### 5.2 Office Relocation

ETA is presently housed in a County leased facility at 800 East Overland Avenue, Room 423, El Paso, TX 79901. This space is 763 square feet, has one office for the Executive Director and four (4) table desks for other staff members as a conference table. The office was formerly a conference room. With the growth to eight (8) employees, there is a need for new office space.

Through review of available office space, the following locations are for consideration by the Board of Directors at a future meeting that would meet the needs of ETA:

- El Paso County Courthouse – 500 East San Antonio Avenue, Room L108B, El Paso
- Endeavors Wellness Center - 12135 Pebble Hills Boulevard, El Paso
- 1088 South Stanton Street, 2<sup>nd</sup> floor, El Paso
- Sun Metro Glory Road Transit Center, 100 Glory Rd, El Paso (need to build out)
- Rio Grande Council of Governments, 8037 Lockheed Dr, El Paso

The office space needs for ETA would last approximately two (2) to three (3) years since eventually, ETA staff would relocate to the future transit operations and maintenance facility to be located on Windermere Avenue in El Paso.

## **SECTION 6: GRANT AND FINANCIAL MANAGEMENT**

### **6.1 Financial Management Services**

El Paso County Transit Operations Department coordinates with El Paso County Budget and Finance Department, as well as the County Auditor regarding the finances of the transit services as defined in the Texas Government Code. Per the Texas Government Code, The County Auditor has financial oversight for all county offices and officers and may prescribe the accounting procedures for all county officers, including the district clerk and district attorney. The County Auditor may disapprove of the payment of claims against the county, and the county commissioners court may not pay a claim without auditor approval. The County Auditor must countersign all checks, other than checks to jurors.

As proposed, ETA will be independent of the operations of El Paso County and will need to establish an independent finance and accounting section. However, due to the size of ETA, it is not cost effective for all finance functions to be initially performed "in-house"; rather, certain services will be best provided by others under contract to ETA. ETA has selected the Rio Grande Council of Governments to act as the fiscal agent and manage ETA's finances while ETA builds the necessary financial capacity.

ETA as a future recipient of Federal funds would need to perform a single audit (as per 2 CFR 200, ETA will have more than \$1 million dollars in Federal funds). This would be filed with the Federal Single Audit Clearinghouse annually and prepared as part of the basic financial statements that are reviewed and approved by the Board of Directors annually. The Rio Grande Council of Governments is presently assisting with this effort and would assist ETA in selecting an auditor in the future. ETA presently has basic financial statements from Fiscal Years 2023 to present.

The proposed staffing plan recommends an Accounting/Office Manager who would act as the Transit Finance Manager and be responsible for performing the majority of the finance functions with minimal staff support. A Purchasing and Grants Coordinator would work in the finance section and will perform grants acquisition and management. The transit contractors are responsible for fare collection, fare handling, and cash deposits of fares to the bank, via an armored truck service that ETA would facilitate. The Transit Finance Manager, however, will need to be supported with an accounting system, payroll processing, and other cash management services.

#### **Accounting Services**

The proposed scope of services that will be needed by ETA includes the following:

1. Manage the general ledger, accounts payable, accounts receivable, and payroll of ETA using the El Paso County's accounting system, Tyler Technologies - Enterprise ERP or through a private company like ADP or Paychex for payroll and QuickBooks, Sage 50 Accounting, AccuFund Accounting Suite (used by Rio Grande Council of Governments, as they are switching from Fundware), Caselle, OpenGov or Onestream as examples.
2. Establish and maintain internal controls.
3. Maintain banking relationships.
4. Support ETA in the preparation of annual financial statements, single audit and/or annual comprehensive financial report.
5. Support ETA in the development of annual budgets.
6. Provide regular financial reports as required, including monthly financial reports.
7. Establish an Indirect Cost Allocation plan, approved by FTA, if needed or utilized the 15% De minimus.
8. Provide cash management, including payments for operating and capital needs of the agency that are reimbursed by grants and other sources of funds.
9. Manage armored car services will be provided under a contract with a private provider.

## **Procurement Management**

Presently, Purchasing is handled by the El Paso County Purchasing Department under the management of the Purchasing Agent who follows the actions of Texas Local Government Code Chapter 262. As an FTA recipient, ETA will need to meet FTA's procurement requirements as defined in FTA Circular 4220 1.G., 2 CFR 200 and the Best Practices Procurement & Lessons Learned Manual. These requirements are significant and require specialized training and expertise to manage. Under the aspects of the Transit Finance Manager, it is anticipated that a Purchasing and Grants Coordinator would be hired to manage grants and procurement activities. A Procurement Policy Manual would be developed following the Federal Simplified Acquisition thresholds as defined in 2 CFR 200 and approved by the ETA Board of Directors. In addition, ETA would need to establish a procurement management system to track future request for proposals, invitation for bids and other surplus opportunities. Systems such as Public Purchase/Public Surplus (which is free), Planet Bids, Bidnet, OpenGov, and Ion Wave as examples.

Furthermore, ETA would need to develop a surplus policy for disposal of Federal funded assets when they have met the useful life and no longer provide value to ETA.

## **6.2 Recipient Status**

El Paso County, under the oversight of the County Auditor, has a number of grants under Project Grant Agreements with the Texas Department of Transportation (TxDOT) in the capacity of being a Rural Transit District. Those grants are shown in Appendix A. The majority of the grants are due to expire by August 31, 2026 and be fully expended. For the balance of grants that are not fully expended by then, it is anticipated that those grants would be transferred to ETA under the Transfer of Assets, Contracts and Grants MOU. These grants and others to be received by ETA in the future make up a key factor in the immediate and future financial structure.

El Paso County and ETA has taken action to submit a request to TxDOT to transfer the Rural Transit District to ETA. El Paso County Transit Operations Department staff has also applied for grants through TxDOT's Coordinated Call for Projects with the intent that any awards would be under ETA's name. Staff has been working with TxDOT in providing compliance documentation to work towards the transfer of the Rural Transit District status to ETA.

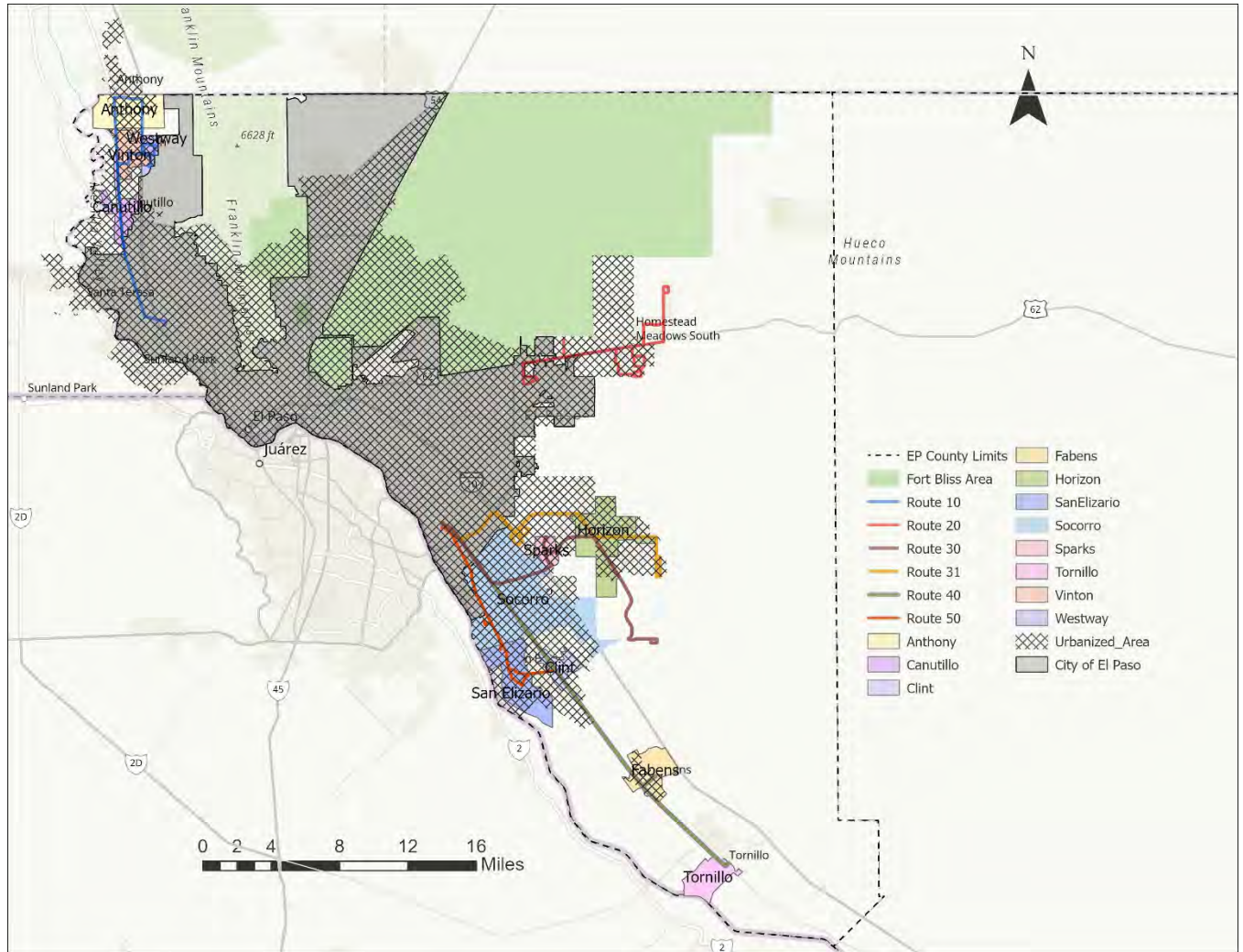
El Paso County has a variety of grants and grant types to fund transit operations and capital needs. The typical mix of grants includes project-specific capital grants for such things as revenue vehicle purchase or facility construction. Other grants are often recurring including formula grants and, depending upon the specific grant, can be available for certain forms of operating assistance. Presently, there is FTA Sections 5311, 5311 (b)(3), 5311 (f), and 5339 (a) and 5339 (b) grants, as well as a State Project Administration grants. TxDOT is the designated recipient of all rural funds and El Paso County Rural Transit District is the current sub-recipient.

A dialogue has been initiated with the City of El Paso Mass Transit Department (Sun Metro), El Paso Metropolitan Planning Organization and FTA regarding the process for applying and receiving funds through the El Paso Urbanized Area as an FTA Direct Recipient. The parties have responded to initial inquiry with a strong indication of support for such a process and willingness to assist in accomplishing this key task.

Sun Metro serves as the designated recipient for FTA Sections 5307, 5337 and 5339 (a) grants in the El Paso Urbanized Area. For FTA Section 5310, the El Paso Metropolitan Planning Organization is the designated recipient. ETA will need access to these funds and Sun Metro and El Paso Metropolitan Planning Organization plays a key role in the grant management process.

As a key component in being able to have financial sustainability, ETA proposes to become a federal direct recipient FTA Sections 5307 and 5339 (a) funds in the El Paso Urbanized Area, a sub-recipient of FTA Section 5310 funds in the El Paso Urbanized Area and a sub-recipient of FTA Sections 5310,

5311 (b)(3), 5311 (f), and 5339 (a) and 5339 (b) through TxDOT for the rural area. It should be noted that approximately 96% of the ETA service is in the urban area and 4% is in the rural area.



There are five (5) basic steps in becoming an FTA direct recipient. These steps can all be accomplished by ETA and are briefly described below.

- 1. Demonstrate Legal Capacity:** Legal capacity is demonstrated by submitting an authorizing resolution to FTA which provides the basis for the new recipient mission and goals and develops the legal authority to specify the programs the recipient is eligible for federal funding. The legal counsel also certifies that the recipient will comply with Federal regulations in the FTA Master Agreement.
- 2. Comply with Civil Rights:** ETA will need to create civil rights related documents such as a Title VI Program, Equal Opportunity Employment Program, ADA Paratransit Plan, Disadvantaged Business Enterprise Program and Goal and file those with FTA and TxDOT.
- 3. Demonstrate Financial Capacity:** Each new recipient must be capable of proving they can provide the local share of the projects they apply to FTA for. To demonstrate financial capacity, a three to five year financial profile is required for FTA Region XI for approval.
- 4. Demonstrating Technical Capacity:** This process is related to the Federal Certification and Assurances certified by legal counsel. There are 24 areas covered by the Triennial

Review. The triennial review is one of the FTA's management tools for examining recipient performance and adherence to current FTA requirements and policies. Mandated by Congress in 1982, the triennial review occurs once every three years. It examines how recipients meet statutory and administrative requirements, especially those that are included in the Annual Certifications and Assurances those recipients submit.

5. **Set up the Transit Award Management System (TrAMS), Electronic Clearing House Operation (ECHO), National Transit Database (NTD), System for Awards Management (SAM), Drug and Alcohol Management Information Systems (DAMIS), Safety Management System (SMS) and Transit Asset Management PLanning Assistance Template (TAMPLATE) accounts.** ETA will need to complete forms to set up accounts for each person in the organization who will have access to various amounts of FTA systems in order to report accurately to FTA. These systems include the following:

- TrAMS\*
- ECHO\*
- SMS\*
- SAM
- DAMIS
- TAMPLATE, Charter Reporting and Charter Registration
- NTD
- Joint Procurement Clearinghouse (JPC)\*

Each of these systems are available through Logon.gov. The noted items with an “\*” are available through FTA’s FTA Access Control and Entry System (FACES) application and its Transit Integrated Appian Development (TriAD) suite. A user manager is required to be assigned and at the minimum it must be two (2) people. The Executive Director and Accounting/Office Manager would be designated as User Managers for ETA.

In TrAMS, the recipient will apply for grant and submit Federal Financial Reports, civil rights documentation, Disadvantaged Business Enterprise (DBE) and milestone reports, certify the annual certifications and assurances to FTA. The ECHO system is the electronic reimbursement system set up for drawing down FTA funds after the funds have been expended. The funds are then wired to the recipient bank account within three (3) business days. ETA will also need a Unique Entity Identifier (UEI) available through SAM to apply for FTA funding. The other above mentioned systems such as DAMIS, SMS, TAMPLATE, SAM, JPC and NTD are used to meet specific requirements for reporting to the FTA.

TxDOT also has a system called IGX to which would be used for grant applications and reporting. El Paso County Transit Operations Department staff already have access to IGX and it is assumed that the current IGX would transfer over to ETA upon Texas Transportation Commission approval of ETA to be the Rural Transit District.

El Paso County normally goes through TxDOT sub-recipient reviews. ETA will continue to go through that process, as well as a Triennial Review process direct with FTA every three (3) years. The 24 areas covered by triennial review by FTA are:

1. LEGAL
2. FINANCIAL MANAGEMENT AND CAPACITY
3. TECHNICAL CAPACITY - AWARD MANAGEMENT

4. TECHNICAL CAPACITY - PROGRAM MANAGEMENT AND SUBRECIPIENT OVERSIGHT
5. TECHNICAL CAPACITY - PROJECT MANAGEMENT
6. TRANSIT ASSET MANAGEMENT
7. SATISFACTORY CONTINUING CONTROL
8. MAINTENANCE
9. PROCUREMENT
10. EQUAL OPPORTUNITY EMPLOYMENT
11. TITLE VI
12. AMERICANS WITH DISABILITIES ACT - GENERAL
13. AMERICANS WITH DISABILITIES ACT - COMPLEMENTARY PARATRANSIT
14. DISADVANTAGED BUSINESS ENTERPRISE
15. SCHOOL BUS
16. CHARTER BUS
17. DRUG-FREE WORKPLACE ACT
18. DRUG AND ALCOHOL PROGRAM
19. SECTION 5307 PROGRAM REQUIREMENTS
20. SECTION 5310 PROGRAM REQUIREMENTS - ***not applicable to ETA.***
21. SECTION 5311 PROGRAM REQUIREMENTS - ***not applicable to ETA.***
22. PUBLIC TRANSPORTATION AGENCY SAFETY PLANS
23. CYBERSECURITY

These items would be tracked in Oversight Tracking System (OTrak) as part of FACES.

The process for accomplishing this has been discussed with the FTA and TxDOT in general terms as of this date. Certain documentation must be provided to the FTA and TxDOT in order to complete this process. Indications are that there will be sufficient time to achieve direct recipient and/or sub-recipient status by September 1, 2026.

## SECTION 7: STAFFING STRUCTURE

The staff structure for ETA is a critical element as a formation step in the preparation process. The staff structure carries with it certain cost implications for the overall budget. It is also the planning tool to be utilized in the negotiation of transition details for staff members who will become employees of ETA.

Among the principles guiding the staffing plan development was the concept that all functions of ETA would in the near term be fulfilled by those current employees of the El Paso County Transit Operations Department who are presumed to transition to ETA. The impact of this perspective is the potential reduction in staff costs when certain staff members will not be transitioning. It is important to note that the proposed staff structure is intended to manage the transit system as it exists today. Future changes in service or the advent of new regulations or other labor-intensive functions may result in proposed increases in staff.

El Paso County Human Resources has advised that with the transfer of transit operations to ETA, that the positions would be eliminated through the “Reduction In Force” Policy as there would no longer be a need for the positions within El Paso County. This policy is available: <https://www.epcounty.com/hr/documents/policies/Reduction%20in%20Force.pdf>. Should employees not wish to transfer to ETA, they would need to find alternative employment within El Paso County government before the transition occurs on September 1, 2026. Attached to the Appendix N has a list of questions and responses related to transition from employees.

The proposed structure begins with three (3) functional areas: Planning & Project Management, Operations and Financial Services. Each area would be led by a Program Manager reporting to the Executive Director. The overall team would be supported by an Administrative Specialist who would act as the Board Secretary and Office Manager. Functions that cannot be done internally, would be contracted out as professional services such as legal, financial and human resources services, and certain transit planning services.

### 7.1 Management

El Paso County and ETA hired an Executive Director of Transit Operations in February 2025 who started in June of 2025 under a three-party employment agreement. It is anticipated that the Executive Director would lead the transition of operations from El Paso County to ETA.

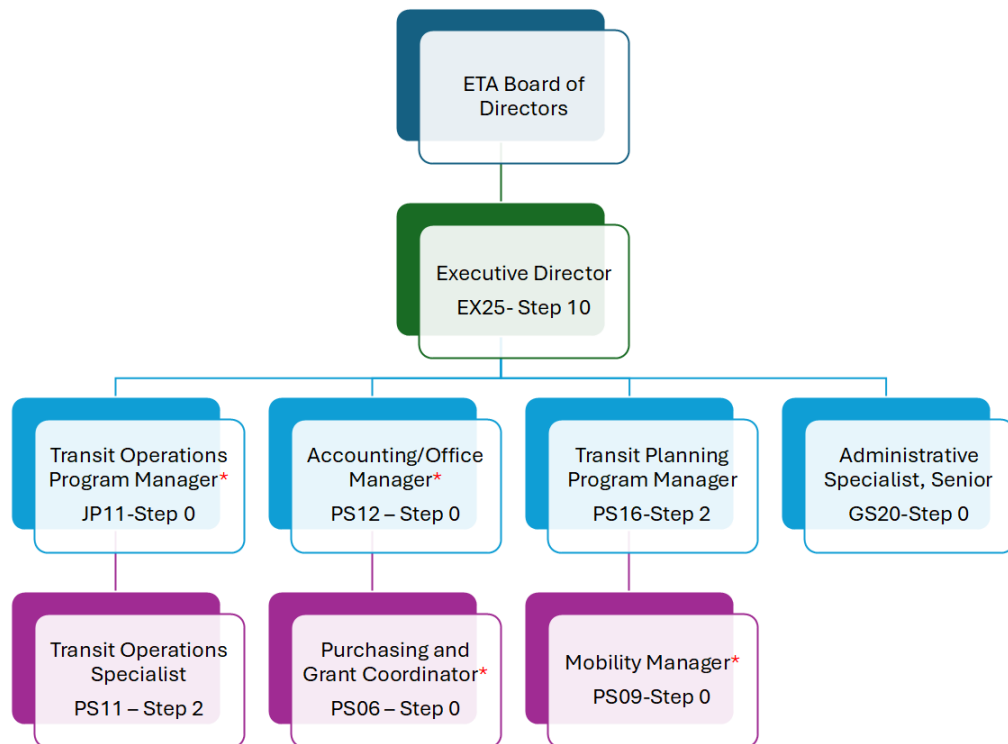
An essential element of the implementation of ETA as an independent organization would be the finalization of business components forming the structure of ETA. These tasks include finalizing wages and benefits for employees; conducting the hiring process/transfer of employees to a new employer; selection of a source for finance services; establishing all human resource support; procuring all necessary technological support at the operating level and other miscellaneous business details. The Executive Director is anticipated to lead the completion of these tasks.

### 7.2 Organization and Staffing Plan

In order to address the issues of organizational structure and staffing for ETA, a comparison study was performed of transit agencies of similar size and scope in Texas. A concurrent job analysis study was performed which included interviews of all incumbent staff of the El Paso County Transit Operations Department.

Based on the results of this analysis, it is recommended that ETA be comprised initially of eight (8) employees as illustrated on the organizational chart below. Four (4) positions are already filled, one (1) position is vacant and would be reclassified as a new management position. More specifically, the proposed staffing plan is as follows:

- Executive Director (Executive Director of Transit Operations) – oversee ETA activities, provides leadership, coordinates with stakeholders.
- Administrative Specialist, Senior – supports ETA Executive Director, clerical duties, Board Secretary, records management, community outreach support, administrative support.
- Transit Operations Program Manager (Contract Operations Manager) – Oversee all transit contracts, vanpool contracts, transit technology coordination, facility management, asset management, safety oversight.
- Transit Operations Specialist - (Transit Planner) – field monitoring of ETA services, support to Transit Operations Program Manager.
- Accounting/Office Manager – manages ETA’s finances, budget, accounting, human resources, payroll, grants, liaison with County Auditor (*reclassify from proposed Senior Transit Project Manager*).
- Purchasing and Grants Coordinator – grants, compliance with other agencies, civil rights, procurement, liaison with County Purchasing and Rio Grande Council of Governments.
- Transit Planning Program Manager (Associate Transportation Planner) – service planning, bus stop planning, short & long-range planning, marketing, community outreach, strategic planning, project management, GIS.
- Mobility Manager (Human Services Transportation Plan Coordinator) – customer service, travel training, marketing and planning support.



Additionally, the following designations as required by the FTA would be implemented:

- Accountable Executive for Public Transit Safety and Transit Asset Management – Executive Director
- ADA Appeals Officer – Executive Director
- Title VI Administrator – Accounting/Office Manager
- Disadvantaged Business Enterprise Liaison Officer (DBELO) - Accounting/Office Manager
- Notary Public – Administrative Specialist, Senior

- Equal Opportunity Employment Officer – Accounting/Office Manager

### **7.3 Position Descriptions**

Detailed position descriptions have been reviewed for the proposed staffing plan described above. In some cases, the titles have been modified; however, the functional responsibilities remain similar to the incumbent positions. These position descriptions are attached as Appendix E.

For the first three (3) years of ETA existence, Rio Grande Council of Governments has acted as the Board Secretary. This function is under transition to the Administrative Specialist, Senior. This person would handle board administration, organization of Board agendas and materials, serving as Clerk at the Board meetings, and compiling meeting minutes. In addition, this position will provide administrative management and support to the office as the Office Manager. It is expected that Rio Grande Council of Governments will continue to provide administrative and fiscal support to ETA until it is able to operate on its own.

### **7.4 Salaries and Benefits**

A salary and benefits package for the eight (8) positions proposed is consistent with El Paso County's current pay scale and benefits. This is attached as Appendices F and H respectively. As previously stated, four (4) of the eight (8) positions are filled today and El Paso County Human Resources are recruiting the balance four (4) positions now. The intent is to cause no harm to any existing employees who transfer from El Paso County to ETA with the salary and benefit package is intended to be equivalent to the existing actual salary and benefit package. This can be offered and accommodated in the proposed ETA budget.

With respect to health benefits, if ETA employees are directly hired by ETA, ETA would need to engage through the Master Agreement with El Paso County a mechanism to pay for the benefits as allowed by the Board of Trustees of the Risk Pool for the El Paso County Health Benefits Program. If this is not allowed, ETA would need to consult the TX Health Benefits Pool for participation. The TX Health Benefits Pool has stated that ETA is eligible to be a participating member.

For ancillary benefits, El Paso County Human Resources Department has stated they could manage ETA's benefits, which could replicate the County's benefits, however, the participation would depend on the benefits administrator being willing to take on ETA as a "sub-set" of El Paso County and ETA would be responsible for the cost of the ancillary benefits. This includes having an employee educational assistance program. A list of the benefits that ETA could replicate from El Paso County is shown in Appendix H.

For retirement benefits, the Texas County & District Retirement System (TCDRS) has determined that ETA can be a member. While TCDRS would not transfer accounts from El Paso County to ETA, the employees would have two (2) accounts. As long as the funds within El Paso County TCDRS account is not withdrawn, the funds can still achieve the 7% interest until retirement or withdrawal and the new ETA account would continue to do the same. It should be noted that El Paso County employee can vest at eight (8) years and the vesting years could continue under a separate ETA account while the Board of Directors could set ETA's vesting at five (5) years, which once that date is set, it goes into perpetuity and cannot be changed. TCDRS also stated that ETA could replicate the same funding policies for retirement as El Paso County, which is 7% interest @ 250, and this benefit is already included in the current and future ETA budgets. TCDRS has reported that should ETA fund its own retirement directly, it would be at a lower cost (14.53%) than remaining with El Paso County (which is 18.49%) and ETA could also add Term Life Insurance as a benefit for a very low cost, a benefit El Paso County does not presently offer.

## **7.5 Transfer of Existing Employees**

The ETA Board of Directors approved an organizational structure at its July 2025 meeting that has been incorporated into the Transition Plan. It is the initial plan to use existing El Paso County job descriptions and pay scale to ensure continuity for the existing employees that are anticipated to transfer to ETA. The current Executive Director of Transit Operations has been hired and would lead the independent agency its three-party agreement would need to be amended to remove El Paso County as a party to the agreement.

It is the goal to transition existing employees from El Paso County Transit Operations Department to ETA. The intent of the policy will be to transition employees with minimal disruption, equal employment opportunities considerations and consistency in policy administration. Through such transition, for formality, the employees would need to go through an application process for existing employees, including completing the necessary W-4, I-9 forms, going through the e-Verify process, reapplying for benefits. Upon completion of the application process, the Executive Director will interview the incumbent employees and decide upon their final appointments. Transitioning employees will be given notification in writing of the results of their application and interview. If they have been selected, their compensation package will be specified in the offer, which will be consistent with what El Paso County offers. This process is projected to be brief from beginning to end (approximately a week). It will be concluded prior to recruitment to fill vacancies from outside applicants. New ETA employees will be subject to all personnel policies and procedures adopted by the ETA.

## **7.6 Provision of Human Resources Services**

ETA would need to obtain Human Resources support, which would be managed through the Accounting/Office Manager and contracted with El Paso County Human Resources. The Rio Grande Council of Governments uses this model. Such services shall include, but are not limited to, salary and benefits administration. Consultations and guidance on general human resources matters will be performed on an as-needed basis. El Paso County Human Resources also stated that they can provide consulting assistance and guidance on additional human resource issues, such as recruitment, hiring, accommodation, performance, discipline, and other personnel matters. There are three models that ETA can consider in staffing its employees:

### **Option 1: Hire Employees Directly**

Under this option, all ETA employees will transfer from El Paso County to ETA and ETA would be the employer of record. ETA does have an Employer Identification Number (EIN) and can be the employer of records. Under this approach, ETA would need to adopt the job descriptions and pay scale as attached to the Transition Plan, as well as develop a Personnel Policies and Procedures which can also be the Employee Handbook. ETA could still contract with El Paso County Human Resources for human resources for support services similar to Rio Grande Council of Governments which Accounting/Office Manager would act as liaison on Human Resources matters. ETA would also need to obtain workers compensation insurance and benefits which could be provided through Texas Health Benefits Pool (if benefits cannot be purchased from El Paso County) and retirement through TCDRS. ETA would coordinate with El Paso County regarding recruitment; however, it would be noted that candidates applying for these positions are applying for positions with ETA and not El Paso County.

### **Option 2: Contract with El Paso County or City of El Paso for Employees**

Under this option, all ETA employees would remain El Paso County employees as unclassified employees for the purposes of payroll, indemnification, and all fringe benefits, including retirement benefits, medical and life insurance, vacation, sick leave, holidays, and all other benefits usually

extended to El Paso County employees. This also means the employees would still receive their W-2 from El Paso County. ETA would continue to follow the job descriptions and pay scales of El Paso County. The Master Agreement with El Paso County would explain that the employees, while El Paso County employees are under the direction of ETA, its Board of Directors reporting through the Executive Director and that “due rights process” would be guided through ETA. There are still a few policies that the El Paso County employees would follow, however largely the ETA Personnel Policies and Procedures would guide the employment of these contracted positions to ETA. El Paso County Human Resources would provide guidance and recommendations, through the Interim Chief Human Resource Director, or designee, as requested by the ETA Executive Director on personnel matters concerning contracted El Paso County staff assigned to ETA and post ETA related job announcements, accept applications, and forwards all applications to ETA Executive Director or designee. El Paso County previously provided this service to Emergence Health Network and University Medical Center.

Alternatively, ETA can communicate with the City of El Paso City Manager to see if the City of El Paso is willing to provide employment services to ETA under an intergovernmental agreement by designating the current El Paso County Transit Operations Department employees as City of El Paso unclassified employees for the purposes of payroll, indemnification, and all fringe benefits, including retirement benefits, medical and life insurance, vacation, sick leave, holidays, and all other benefits usually extended to City of El Paso employees. ETA would reimburse City of El Paso for costs incurred by City in providing these employee fringe benefits. This action would result in the creation of a new retirement and benefits plan for the current El Paso County Transit Operations Department employees. Details on City of El Paso benefits are here: <https://www.elpasotexas.gov/human-resources/benefits>.

Additionally, the City of El Paso would have to adopt the current positions and pay scale that El Paso County Transit Operations Department is using or the positions would need to align with the City of El Paso’s current positions and pay scale. For comparison, the equivalent position to the City of El Paso’s job descriptions are shown in the table below:

| <b>Current El Paso County Title</b>            | <b>City of El Paso Title</b>                 |
|------------------------------------------------|----------------------------------------------|
| Executive Director of Transit Operations       | <u>Director of Mass Transit</u>              |
| Administrative Specialist, Senior              | <u>Senior Administrative Specialist</u>      |
| Transit Planner                                | <u>Transit Senior Service Planner</u>        |
| Contract Operations Manager                    | <u>Transit Operations Chief</u>              |
| Accounting/Office Manager                      | <u>Accounting Manager</u>                    |
| Grant and Compliance Specialist                | <u>Grant Compliance Specialist</u>           |
| Associate Transportation Planner               | <u>Transportation Planning Administrator</u> |
| Human Services Transportation Plan Coordinator | <u>Transit Service Planner</u>               |

The current City of El Paso pay scales are shown below:

- Executive: <https://www.elpasotexas.gov/assets/Documents/CoEP/Human-Resources/FAQ/Executive-Pay-Scales.pdf>
- Professional & Managerial: <https://www.elpasotexas.gov/assets/Documents/CoEP/Human-Resources/FAQ/Professional-Managerial-new.pdf>

City of El Paso provides this service currently to the Camino Real Regional Mobility Authority and El Paso Metropolitan Planning Organization.

### **Option 3: Enter into an Interlocal Agreement with El Paso County for Human Resources Services and Employee Benefits**

This is a current model that the El Paso County Community Supervision and Corrections Department (CSCD) has been implemented. In this option, El Paso County Human Resources via an Interlocal or the Master Agreement would provide human resources management services. Human resources management services include recordkeeping, data management, organizational assessment, workforce planning, recruitment, selection, retention, compensation, classification, legal and regulatory compliance support, staff development, supervisor and employee coaching, employee relations, policy development, and administration. This means El Paso County would act as the “Human Resources” for ETA, but the employees would still be ETA employees, using ETA W-2. The County Auditor would perform payroll functions in coordination with Human Resources. ETA would pay in advance the quarterly lump sum for each Yearly Operating Budget for Office Expenses, Employee Relations, Dues, Books & Publications, Recruitment, Auto Allowance or Maintenance, Communications, In-house Training, and Professional Training, as well as an Administrative Fee which could be equal to 15% of the total staffing costs and the fee would cover El Paso County’s costs to provide additional human resources services and assets, such as testing services, additional staff resources, human resources software, copies, and other administrative services related to human resources services.

In addition, this model would allow for the provision of employee benefits to those who are eligible, voluntarily enroll, and abide by the rules and procedures associated with the employee benefits, which includes health, dental, parking at County Garage or MDR Parking Lot, deferred compensation, gym and health clinic services. El Paso County would assess an administrative fee per pay period for ETA employees who register for the benefits to cover costs associated with the Risk Pool Fund use of a Benefits Online Enrollment System.

Rio Grande Council of Governments has a similar interlocal agreement, however, their agreement is more for consulting services since Rio Grande Council of Governments have their own manager overseeing Human Resources.

Under Options 1 and 3, ETA employees would transition out of El Paso County employment and would solely be ETA employees. Option 2 would have ETA employees be El Paso County employees for the purposes of payroll, benefits and workers compensation only. Civil service system as defined in the Texas Local Government Code Chapter 158 would not apply to ETA employees in Options 1 and 3. El Paso County Administration has stated they would be more in favor of Option 3, if El Paso County would provide services as Option 2 has legal complications and issues related to who is actually controlling the employees.

## **7.7 Personnel Policies and Procedures**

ETA will need to adopt Personnel Policies and Procedures. These may be initially drawn from Policies and Procedures used by El Paso County. The areas that will need to be covered will include, but may not be limited to, the following subjects:

|                              |                        |                                |
|------------------------------|------------------------|--------------------------------|
| Employment At Will           | Hours of Work          | Holidays                       |
| Equal Employment Opportunity | Alternative Work Weeks | Vacations and Management Leave |
| Americans with Disabilities  | Overtime Pay           | Sick Leave                     |

|                                     |                                        |                                     |
|-------------------------------------|----------------------------------------|-------------------------------------|
| Employment Eligibility and Registry | Attendance & Tardiness                 | Professional Training & Development |
| Recruitment and Selection           | Poor Performance and Discipline Issues | Expense Reimbursement               |
| Introductory Period                 | Grievance Procedure                    | Security and Privacy                |
| Job classification Administration   | Resignation/Termination                | Computer and Email Policy           |
| Compensation Policy                 | Retirement and Social Security         | Safety and Workplace Violence       |
| Performance Evaluation Program      | Health and Welfare Benefits            | Dress Code                          |

## **7.8 Relationship to El Paso County**

Under the current relationship that the Executive Director of Transit Operations has with El Paso County and ETA, this position handles administrative matters related to other departments and presentation of transit related matters to the Commissioners Court. Upon separation, this position would no longer be affiliated with El Paso County and therefore, a position within County Administration would be needed to act a designated liaison between ETA and El Paso County. This liaison would manage the Master Agreement between El Paso County and ETA, process annual interlocal agreements, make budget requests to El Paso County for local match funding and coordinate any administrative requests of ETA. It is anticipated that this role may be assigned to the Assistant County Administrator for Justice and Community Services, who also serves as a member on the ETA Board of Directors.

## SECTION 8: FINANCIAL PLAN

This proposed financial plan comes from the Transit Development Plan and is considered "preliminary" because of the following:

1. The General Public Demand Response Transit (GPDRT) Study is ongoing. Accordingly, service designs, policies, revenue sources, and capital needs for commingled ETA access service, ETA ándale, the user-side subsidy program, and the Volunteer Driver Program (VDP) have not been finalized.
2. The status of Gold Route funding under Section 5311(f) Intercity Bus is currently under discussion.
3. ETA is currently conducting discussions with Socorro regarding contracted microtransit service and with Camino Real Regional Mobility Authority (CRRMA) regarding bike-sharing infrastructure in the ETA service area.
4. The calculation method for Sections 5307 and 5339 revenues is currently under discussion.

The preliminary financial plan will be revised when the above-listed items are resolved and included in the development of ETA's FY 2027 budget. FY 2027 budget development will commence in Spring 2026. The annual progress report for the TDP will include a revised three-year financial plan.

The table below summarizes ETA's preliminary three-year financial plan for operations and the preliminary three-year financial plan for capital. In both tables, costs were assumed to increase by 5% per year.

### ***Summary of ETA Preliminary Three-Year Financial Plan – Operations (assumes growth)***

| <b>Financial Plan Element</b>                  | <b>FY27</b>         | <b>FY28</b>         | <b>FY29</b>         |
|------------------------------------------------|---------------------|---------------------|---------------------|
| <b>Costs</b>                                   |                     |                     |                     |
| Annual Purchased Transportation Cost           | \$10,240,000        | \$10,750,000        | \$11,290,000        |
| Annual Other Operating Costs                   | \$90,000            | \$90,000            | \$90,000            |
| Annual Administrative & Planning Costs         | \$1,430,000         | \$1,500,000         | \$1,580,000         |
| <i>ETA Labor &amp; Benefits – Grant Funded</i> | \$1,000,000         | \$1,050,000         | \$1,100,000         |
| <i>Other Admin Costs – Grant Funded</i>        | \$140,000           | \$150,000           | \$160,000           |
| <i>Other Admin Costs – Locally Funded</i>      | \$300,000           | \$320,000           | \$340,000           |
| <b>Total Costs</b>                             | <b>\$11,760,000</b> | <b>\$12,350,000</b> | <b>\$12,970,000</b> |
| <b>Revenues</b>                                |                     |                     |                     |
| Fares Applied                                  | \$90,000            | \$90,000            | \$90,000            |
| Federal Revenue Applied                        | \$6,770,000         | \$7,110,000         | \$7,470,000         |
| <i>5311 and 5307</i>                           | \$6,010,000         | \$6,310,000         | \$6,630,000         |
| <i>Grant(s) to Be Identified</i>               | \$770,000           | \$810,000           | \$850,000           |
| Texas State Revenue Applied                    | \$580,000           | \$610,000           | \$640,000           |
| New Mexico State Revenue Applied               | \$1,060,000         | \$1,110,000         | \$1,170,000         |
| <b>Total Revenues</b>                          | <b>\$8,500,000</b>  | <b>\$8,930,000</b>  | <b>\$9,380,000</b>  |
| <b>Local Share Required</b>                    | <b>\$3,260,000</b>  | <b>\$3,420,000</b>  | <b>\$3,590,000</b>  |

Note: Fare revenues are included only for the Gold Route due to ETA's fare-free policy.

**Summary of ETA Preliminary Three-Year Financial Plan – Capital**

| <b>Capital Item</b>                 | <b>FY27</b>        | <b>FY28</b> | <b>FY29</b>         |
|-------------------------------------|--------------------|-------------|---------------------|
| <b>Costs</b>                        |                    |             |                     |
| Revenue Vehicles                    |                    |             |                     |
| <i>New – Bus</i>                    | \$0                | \$0         | \$0                 |
| <i>Replacement – Bus</i>            | \$0                | \$0         | \$0                 |
| <i>New – Van</i>                    | \$0                | \$0         | \$0                 |
| <i>Replacement – Van</i>            | \$0                | \$0         | \$0                 |
| Non-Revenue Vehicles                |                    |             |                     |
| <i>New</i>                          | \$0                | \$0         | \$0                 |
| <i>Replacement</i>                  | \$0                | \$0         | \$0                 |
| Bus Stops – New                     |                    |             |                     |
| <i>Type 1 (shelter)</i>             | \$890,000          | \$0         | \$0                 |
| <i>Type 2 (seating and signage)</i> | \$230,000          | \$0         | \$0                 |
| <i>Type 3 (signage only)</i>        | \$30,000           | \$0         | \$0                 |
| Bus Stops – Replacement             |                    |             |                     |
| <i>Type 1 (shelter)</i>             | \$0                | \$0         | \$0                 |
| <i>Type 2 (seating and signage)</i> | \$0                | \$0         | \$0                 |
| <i>Type 3 (signage only)</i>        | \$0                | \$0         | \$0                 |
| ETA Operations Facility             |                    |             |                     |
| <i>Construction</i>                 | \$0                | \$0         | \$16,000,000        |
| Equipment                           | \$0                | \$0         | \$0                 |
| Other                               | \$0                | \$0         | \$0                 |
| <b>Total Costs</b>                  | <b>\$1,490,000</b> | <b>\$0</b>  | <b>\$16,000,000</b> |
| <b>Revenues</b>                     |                    |             |                     |
| 5339 or Source(s) to Be Identified  | \$1,192,000        | \$0         | \$16,000,000        |
| <b>Total Revenues</b>               | <b>\$1,192,000</b> | <b>\$0</b>  | <b>\$0</b>          |
| <b>Local Share Required</b>         | <b>\$298,000</b>   | <b>\$0</b>  | <b>\$0</b>          |

It is anticipated that ETA will not have immediate capital needs related to vehicles and ancillary items for the first three (3) years as shown in the Transit Development Plan. This is subject to change would any capital items and needs would be considered by the Board of Directors as part of the budget process. The member agencies would need to start to plan for a capital replacement fund to ensure there is ample local match available for operational needs as well.

ETA uses a multitude a revenue sources to support its operational and capital needs. As an independent organization, the management of these revenue sources will be very important as the costs to provide public transportation will continue to increase. The financial impacts of this transition, as well as the financial management requirements and issues are addressed in this section.

## **8.1 Financial Impacts of Independence**

The separation of ETA from El Paso County will provide opportunities for cost savings and will also result in new requirements and additional costs. The current budget for El Paso County and ETA combined for Fiscal Year 2026 was reviewed and analyzed for purposes of identifying revenues available and estimated costs and cost savings that might be realized once the separation from El Paso County was to occur.

### Ongoing Cost Impacts

ETA will incur certain administrative costs that has not been incurred previously due to separation from El Paso County. These costs historically was not charged, would be charged in Fiscal Year 2027 regardless of if ETA remained with El Paso County or not, per the County Auditor, as it has been the desire to quantify the amount of overhead burden that other County departments charge to Transit Operations.

### El Paso County General Fund Support

Presently El Paso County provides general fund support to transit operations through the following expenditures:

| ACCOUNT                                           | DESCRIPTION                   | TYPE | FINAL   | NOTES                                                                                                                                                                                                    |
|---------------------------------------------------|-------------------------------|------|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| COGF-1000-0000000-431-10-80000-0472-TSLGC-601107- | GF-TRANSIT-PROF SVC-GEN       | E    | 875,500 | THIS IS AN ESTIMATED CONTRIBUTION AMOUNT FOR THE EL PASO AREA TRANSPORTATION SERVICES, LOCAL GOVERNMENT CORPORATION (EPATS, LGC) - ANNUALLY, ALL MUNICIPALITY MEMBERS TO THE LGC ARE ASKED TO CONTRIBUTE |
| COGF-1000-0000000-431-10-80000-0472-TTIST-601107- | GF-TRANSIT TTI STUDY-PROF SVC | E    | 170,000 | THIS IS A BALLPARK AMOUNT FOR A TASK ORDER FOR THINGS WE MAY NEED TO ASK TTI TO HELP WITH.                                                                                                               |
| COGF-1000-0000000-431-10-80000-0472-00000-601107- | GF-TRANSIT-PROF SVC-GEN       | E    | 200     | FOR AUDITOR ROUDING PURPOSES FOR GRANT REIMBURSEMENT.                                                                                                                                                    |
| COGF-1000-0000000-433-10-80000-0472-GRF25-800102- | GF-FED TRANSIT25-GRANT MATCH  | E    | 585,455 | Contingency                                                                                                                                                                                              |
| COGF-1000-0000000-433-10-80000-0472-GRF26-800102- | GF-FED TRANSIT26-GRANT MATCH  | E    | 694,575 | Contingency                                                                                                                                                                                              |

|                    |                                  |
|--------------------|----------------------------------|
| <b>\$1,045,700</b> | <b>Total without Contingency</b> |
| <b>\$1,280,030</b> | <b>Contingency Amount</b>        |
| <b>\$2,325,730</b> | <b>Grand Total</b>               |

Recent El Paso County Commissioners Court actions on December 15, 2025 also authorized the use of \$145,087.87 from the Fiscal Year 2026 contingency funds (GFGADM-OPS CONTINGENCIES) to the Transit Operations Department to fund fare free transit through September 30, 2026 based on counting every boarding at \$1.50. This was previously used to purchase associated farebox equipment from Genfare, which was approved at the September 29 , 2025 El Paso County Commissioners Court meeting using GF-TRANSIT TTI STUDY-PROF SVC COGF-1000-0000000-431-10-80000-0472-TTIST-601107 and GF-TRANSIT-CAP OUT-EQUIP COGF-1000-0000000-431-10-

80000-0472-00000-706002- funds from Fiscal Year 2025.

Per the Camino Real Regional Mobility Authority (CRRMA), there is also \$453,213.01 remaining from the \$1.5 million allocated for land purchase for the transit operations and maintenance facility which is located in GF-EPCMP-CAP PROJ-LAND from fiscal year 2024. A discussion with El Paso County Budget and Finance Department is underway regarding use of these funds to complete the design of the proposed facility, as well as fund a request of approximately \$185,000 to bring the design of this facility to 60%.

Once the separation of transit operations occurs from El Paso County, the funds in GF-TRANSIT TTI STUDY-PROF SVC for Texas A & M Transportation Institute, if not expended, would not be available to ETA and going forward, ETA will only receive a contribution amount based on the TTI Financial Plan methodology to support ETA operational and capital needs and this cost would need to be borne by ETA through pursuit of additional grant funding. Furthermore, should ETA wish to continue fare free transportation, ETA would need to pursue funding through its existing grant revenues, split the subsidy among its member agencies or make a formal request to the El Paso County Commissioners Court during the Fiscal Year 2027 process to receive another \$145,000 to continue the fare free effort as sponsored by El Paso County.

## 8.2 Professional Services

ETA would need to engage the necessary professional services from El Paso County and/or consultants as part of its decision process to establish the administrative and other functions of the organization. Many of these formation tasks would occur between January 2026 and August 2026 with the assistance of El Paso County. These months would be dedicated to the establishment of the necessary legal and administrative framework to operate the system. Some of these professional services would be on-going and some would be on-time expenses. The projected services required to support ETA as an independent organization is defined below:

| Item                                                     | Description                                                                                                  | Low Estimate | High Estimate |
|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|--------------|---------------|
| Legal services – Kemp Smith                              | Assistance with drafting contracts and other initial legal documents..                                       | \$20,000     | \$40,000      |
| HR consulting – El Paso County                           | Assistance with establishing retirement programs, other benefit programs (e.g. medical, dental, etc.).       | \$20,000     | \$40,000      |
| Financial consulting – Rio Grande Council of Governments | Assistance with establishing banking arrangements, other financial management protocols.                     | \$20,000     | \$40,000      |
| Transit planning – Texas A&M Transportation Institute    | Update of the Transit Development Plan, provide financial planning support as well as other transit studies. | \$100,000    | \$250,000     |
| Insurance - TML Intergovernmental Risk Pool              | Obtain the necessary insurance required for ETA to operate as an independent agency.                         | \$10,000     | \$20,000      |

|                                           |                                                                                                                                       |                  |                  |
|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|
| Information Technology – El Paso County   | Manage ETA IT needs, such as emails, computers, telephones, network, security access and transit technology items.                    | \$25,000         | \$75,000         |
| Marketing Services – Consor through CRRMA | Engage firm specializing in product branding to create new brand package including all graphics for vehicles, stops, facilities, etc. | \$25,000         | \$75,000         |
| <b>TOTAL PROFESSIONAL SERVICES</b>        |                                                                                                                                       | <b>\$220,000</b> | <b>\$540,000</b> |

Each of the transit operations contracts have been recently procured and those costs will be incorporated into future financial planning for ETA. In summary, the contracts in place and term is below:

| Vendor                                  | Service Provided                 | Contract Expiration         | Options            |
|-----------------------------------------|----------------------------------|-----------------------------|--------------------|
| Transdev                                | Transit Operations               | Saturday, August 31, 2030.  | To August 31, 2035 |
| Enterprise Mobility                     | Vanpool                          | Thursday, December 31, 2026 | None               |
| New Mexico Department of Transportation | Transit Operations to New Mexico | Monday, August 31, 2026     | To August 31, 2029 |

With the amounts of these contracts already known and negotiated, the service levels could be determined appropriately using the available funding sources that is afforded to ETA. Purchased Transportation is approximately 68% of ETA's overall budget.

**Transit Service Levels:** The Fiscal Year 2026 Budget projects 64,649 revenue vehicle service hours (RVSH) that would be paid to ETA's contracted transit operator as defined below:

|                                                       |               |
|-------------------------------------------------------|---------------|
| Total Fixed Route Hours:                              | 41,285        |
| Estimated Paratransit Hours:                          | 23,365        |
| <b>Subtotal Revenue Vehicle Service Hours (RVSH):</b> | <b>64,649</b> |

In addition, a 10% contingency has been budgeted for the fixed route system (4,128 RVSH). It is anticipated that these service levels will continue in Fiscal Year 2027, unless the ETA Board of Directors elects to add additional expanded services as contemplated in the El Paso County Regional Transit Study and the GPDRT Study. Majority of these services will benefit El Paso County unincorporated areas.

### 8.3 Upcoming Budget Planning

Public transit, including ETA's costs continue to increase to unprecedented heights based on inflation and the continued changes in how vendors do business in the United States and while local match revenues were reduced in Fiscal Year 2026, there is a concern that local match revenues may increase to the levels of Fiscal Year 2024, plus the Consumer Price Index for all Urban Areas (CPI) increase. Additionally, the transition from FTA Section 5311 to FTA Section 5307 funding will change the overall financial picture for use of Federal funding. It is recommended that the ETA Board of Directors continue to review the funding picture annually, as well as the service levels based on the performance measures to be considered by the Board at a future meeting.

As discussed at the August 2025 ETA Board of Directors meeting, the ETA Board of Directors directed staff to continue to pursue expansion, which would include the addition of four (4) additional fixed routes, a corresponding general public dial-a-ride service and associated complementary paratransit service for the

four (4) additional fixed routes. This would add additional RVSH to the transit system resulting in additional Federal funding as well as local match funding. Jurisdictions impacted by the expansion includes El Paso County primarily with minor impacts to Anthony, Vinton, San Elizario and Clint.

The City of Socorro operates its own microtransit service using its own funding, however, there could be a desire of Socorro to pursue Federal funding from the El Paso Urbanized Area and/or contract with ETA to provide its microtransit service. As part of their efforts, they have received \$453,200 of Category 5 Congestion Mitigation and Air Quality (CMAQ) funds in FY 2026 funds to support their efforts in the operation of their microtransit program through the purchase of electric microtransit vehicles. Any future relationship with the City of Socorro would mean the City would control its FTA funds and ETA would invoice the City for 100% of the costs, to which, the City would have to request its 50% share of the FTA funds direct from FTA through ECHO.

Furthermore, the Town of Horizon City is undertaking a transit oriented development with a new Town Hall, parks, housing development and transit plaza, which ETA would service and on behalf of the City implement circulator services within the Town. The Town did receive \$923,784 of Carbon Reduction Program (CRP) funding to support the operational costs of two (2) circulator routes to which would need a 50% match to leverage these funds. ETA could assist the Town in securing Transportation Development Credits or incorporating this service into existing ETA service to leverage their current local match. Since the Town is not an FTA Direct Recipient, ETA, through its own going intergovernmental agreement could drawdown those funds on behalf of the Town and program the funds as part of its future FTA Section 5307 grant upon Federal Highway Administration flex the funds to FTA.

While these unmet needs are unfunded today, they need to be incorporated into a future financial plan with direction from the ETA Board of Directors and partners on how to implement these unmet needs.

The ETA Board of Directors will consider a Transit Development Plan that will act as ETA's business plan for the next three (3) years and provide direction towards continued increase in passenger trips. This plan will also set the framework for providing a public transit system in El Paso County that is relevant in 2026. Staff are committed to continued monitoring and adjusting based on the ever-changing needs of the residents and visitors of El Paso County and as such, the budget will be a living document. As financial and quality of life conditions activities associated with activation and development in various communities, including Horizon City, Socorro and the unincorporated areas of El Paso County, continuation of existing partnerships, formation of new partnerships and enhancing ETA's service mix, taking on large scale capital projects such as passenger amenities, transit operations and maintenance should result in the increase in ridership and thus additional funding will increase. To that end, ETA staff will continue to:

1. Implement automatic passenger counters so that ETA can do a full NTD report and receive credit for passenger and revenue service miles being added to the El Paso Urbanized Area.
2. Pursue additional FTA and state funding opportunities for operational and capital expenses.
3. Develop ridership agreements with agencies, organizations and other government partners to increase guaranteed fare revenue, covering overall transit service costs and ultimately increasing passenger trips and passenger trip miles.
4. Reduce operating expenses by finding ways to conserve energy, reduce fuel and parts consumption, and leverage technology on the system for tracking anomalies and increasing ridership.
5. Maintain and form revenue agreements with vendors (i.e. partnerships with Greyhound and FlixBus, advertising sales on buses) to increase local revenue.
6. Actively support other transit agencies, Texas Transit Association and the American Public Transportation Association in their efforts to obtain additional transit funding through various funding streams, as well as considering Medicaid transportation.

7. Evaluate transit services in a comprehensive manner and ensure the right mix of services is being provided to El Paso County residents and visitors within available funding resources.

## 8.4 Budget Assumptions

A number of assumptions were considered in the drafting of a preliminary budget for ETA in Fiscal Year 2027 and is shown in Appendix J. Key assumptions used in developing the budget are:

- All transit revenues are currently available to ETA;
- All purchased transportation costs are known at least through Fiscal Year 2027;
- Eight (8) positions will serve ETA;
- Human resources, financial services, benefits administration, payroll, information technology and legal services will be provided through contracts;
- Existing transit operating service contracts will continue as currently structured. Potential savings will be reflected when options are fully assessed and implementation is imminent
- Modest changes in transit service levels will be implemented, and expenses will be kept within budgeted revenues, unless the ETA Board of Directors elect to expand transit services; and
- Pending grant applications with TxDOT through their most recent coordinated call.

Other financial considerations in budget and fiscal planning should be taken into consideration as noted below.

### Overhead Expenses

Historically, El Paso County has not charged overhead expenses to Transit Operations. This will change starting in Fiscal Year 2027. As a result, ETA staff has analyzed the level of services needed from El Paso County and determined the functions that would transition to the existing ETA staff or contractors. It is projected that ETA would expend at least \$63,266 without employee costs and benefits, \$366,266 without employee costs or \$1,320,266 with employee costs and benefits from El Paso County.

| County<br>Departments/Divisions<br>Requested Services | Service Required                                                                                                                                                                                                        | Projected<br>Cost |
|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| Public Works/Facilities                               | Janitorial<br>Office space based on 763 square feet<br>Access into MDR Building & Parking Garage<br>Two (2) Parking Spaces for ETA vehicles<br>Meeting space for ETA Board of Directors                                 | \$ 16,966         |
| County Auditor                                        | Payroll (if employees remain as County)<br>including use of Munis and UKG<br>Financial advisory services                                                                                                                | \$ 6,000          |
| Human Resources -<br>Support Services                 | Benefits management<br>Recruitment services, including use of<br>NEOGOV, Employee Navigator and Munis<br>Employment advisory services                                                                                   | \$ 312,000        |
| Human Resources -<br>Employment Services              | Risk Management<br>8 employees with benefits                                                                                                                                                                            | \$ 951,000        |
| Information Technology<br>Department                  | 8 emails addresses and access to<br>Microsoft 365, ArcGIS, Adobe Creative<br>Suite<br>Network administration for 8 computers<br>and telephones<br>Provision of 8 telephones<br>Hardware, software and help desk support | \$ 24,000         |
| Purchasing                                            | Print Shop services (fee based, projected<br>estimate)                                                                                                                                                                  | \$ 2,500          |
| County Clerk                                          | Posting ETA agendas and stamping                                                                                                                                                                                        | \$ 600            |
| Communications                                        | Facilitating video conference meetings for<br>EPATS Board<br>Sending press releases<br>Marketing<br>Event coordination<br>Community relations                                                                           | \$ 7,200          |
|                                                       | With employees on County payroll                                                                                                                                                                                        | \$ 1,320,266      |
|                                                       | Without employees on County payroll                                                                                                                                                                                     | \$ 366,266        |
|                                                       | Without employee benefits from County                                                                                                                                                                                   | \$ 63,266         |

El Paso County also has a print shop that could be used on an ad-hoc basis based on its price sheet that is included as Appendix P.

The El Paso County Transit Operations Department has used other departments within El Paso County as noted below. It is expected that these functions will transition to either ETA staff or contractors/consultants. This is expected to be new costs, as El Paso County historically has not charged for these expenditures to the Transit Operations Department.

| <b>Services No Longer Needed</b>              | <b>Mitigation</b>                                                                                                                                                                                                                                                      |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| County Auditor                                | Grants management, accounts payable, accounts receivable would be done by ETA staff with support from Rio Grande Council of Governments.                                                                                                                               |
| Fleet                                         | Tracking of ETA administrative fleet as well as the maintenance will be performed by Transdev. Vehicle licensing will be done by ETA and Transdev staff.                                                                                                               |
| Purchasing, including print shop and mailroom | Purchasing would be done by ETA staff, following ETA policies. Printing would be purchased in the open market when needed or through the County Print Shop on an ad-hoc, fee for services basis. A postage machine would be obtained through Pitney Bowes for mailing. |
| Budget and Finance                            | Budget and financial management would be done by ETA staff with support from Rio Grande Council of Governments.                                                                                                                                                        |
| County Administration                         | Administration would be though the Executive Director.                                                                                                                                                                                                                 |
| County Operations                             | Contract management and records management would be done by ETA staff.                                                                                                                                                                                                 |
| Public Works                                  | Bus stop sign installation and maintenance would be done by Transdev.                                                                                                                                                                                                  |
| County Attorney                               | Legal services would be contracted out. El Paso County previously requested termination of this Interlocal Agreement due to conflict concerns, which was effective December 11, 2025.                                                                                  |

#### Cash Flow and Line of Credit (Purchasing Card)

Currently, the cash flow for ETA is the fund balance from the member agencies. This would be used to leverage the FTA grants that could come from TxDOT and FTA directly. For fiscal year 2026, ETA is expected to have

\$982,300 from the participating member agencies. In order to have an ample cashflow, since the financial backing of El Paso County would no longer be available, the potential of a Line of Credit can serve as a mechanism to support cash flow while waiting for grant reimbursements. The fees for the Line of Credit are presently 6.75% Prime + 0.50. A 3-year secured revolving credit line from \$100,000 to \$500,000 or a 1-year secured revolving credit line from \$500,001 to \$3,000,000 is potentially available from Wells Fargo, the current bank for ETA through Rio Grande Council of Governments. Another option offered by Wells Fargo is a Purchasing Card that could have a limit of \$500,000, which could act as a Line of Credit as well.

ETA would need to be aware that payments from the State of Texas is 30 days from the receipt of properly prepared, documented and approved requests for reimbursement, which would be deposited into ETA account via Automated Clearing House (ACH). With respect to funds from the FTA, ETA staff would perform an ECHO drawdown after documenting the expenses. FTA requires its recipients must establish reasonable procedures to ensure the reports on its cash balances and that cash disbursements. When doing a cash advance from ECHO, ETA must make drawdowns as close as possible to the time of making disbursements. Payment received from FTA generally must be disbursed within three (3) business days. If not disbursed within three (3) days, funds become excess funds and must be returned to FTA with interest.

Another consideration in the development of financial policies is the creation of an operating reserve policy. The operating reserve will address unforeseen circumstances impacting costs or revenues and will allow for logical, well planned responses to changes in financial position. The ETA Board of Directors will need to establish a financial reserve policy including a minimum and maximum amount to be funded as well as processes and conditions for allocating reserve funds over the course of the budget year.

#### In-Kind Match and Transportation Development Credits (TDCs)

El Paso County contributed \$1.5 million dollars towards the purchase of a transit operations and maintenance facility and it is the desire of El Paso County as explained in the current Fiscal Year 2026 Interlocal Agreement to use this amount as in-kind match towards transit operations in future years until exhausted. ETA, El Paso County and TxDOT will work together to utilize this in-kind match which would allow ETA to drawdown 100% of the FTA funds allocated without using local match. In addition to this in-kind match that could be used for transit operations.

TDCs are available to ETA, through TxDOT and are managed based on current Federal Highway Administration guidance regarding that allows for a State to use toll credits when a public, quasi-public, or private agency uses toll revenues to build, improve, or maintain highways, bridges, or tunnels (or, consistent with requirements in 23 U.S.C. 129(c), a ferry that serves as a link on a highway) that serve the public purpose of interstate commerce. To earn toll credits, the State must satisfy the maintenance of effort (MOE) requirement for the fiscal year under evaluation. The MOE test calculates the State's non-Federal transportation capital expenditures during a 4-year period. Additional details is available here: <https://www.txdot.gov/business/resources/lgp/financing-tools/transportation-development-credits.html>.

#### Revenues

ETA would rely on the revenues below that would support its operational and capital funding needs as an independent organization:

- Program Income – should ETA collect passengers fares; this would be income subtracted from the reimbursement to FTA.
- In-Kind match and TDCs – used as match towards grants received as approved by TxDOT.
- Federal 5303/Metropolitan Planning & 5304 – Statewide Planning, this would be transit planning activities managed through TxDOT.
- Federal 5307 - Urbanized Area Formula Grants Program would be used for operations assistance,

preventative maintenance, paratransit, job access reverse commute services, planning, training, security, safety, and capital needs. These funds are managed through Sun Metro for 96% of ETA's service area.

- Federal 5310 - Enhanced Mobility of Seniors & Individuals with Disabilities would be used for mobility management, capital needs, additional demand response services for seniors and persons with disabilities that is managed through El Paso Metropolitan Planning Organization for the urban area and TxDOT for the rural area.
- Federal 5311 - Formula Grants for Rural Areas Program would be used for operations assistance, project administration, preventative maintenance and capital needs. These funds are managed through TxDOT for approximately 4% of ETA's service area.
- Federal 5311(f) - Intercity Bus Program would be used for intercity bus services that connect rural areas to two (2) urban areas. The current NMDOT Park & Ride service uses this funding. These funds are managed through TxDOT.
- Federal 5311(b)(3) - Rural Transit Assistance Program (RTAP) would be used for staff training activities. These funds are managed through TxDOT.
- Federal 5339 (a)(b) - Grants for Buses and Bus Facilities Formula Program would be used for bus and bus facilities capital. The urban funds are managed through Sun Metro and the rural funds are managed through TxDOT.
- Federal Congestion Mitigation Air Quality (CMAQ) provides a flexible funding source to State and local governments for transportation projects and programs to help meet the requirements of the Clean Air Act. Funding is available to reduce congestion and improve air quality for areas that do not meet the National Ambient Air Quality Standards for ozone, carbon monoxide, or particulate matter (nonattainment areas) and for former nonattainment areas that are now in compliance (maintenance areas). This can be used for new transit operations services and capital projects. These funds are managed through the El Paso Metropolitan Planning Organization.
- Federal Lands Access Program (FLAP) provides funds to improve transportation facilities that provide access to, are adjacent to, or are located within Federal lands. The Access Program supplements State and local resources for public roads, transit systems, and other transportation facilities, with an emphasis on high-use recreation sites and economic generators. These funds are managed through the Federal Highway Administration.
- Transportation Alternative Program (TAP) provides funds to support for locally sponsored bicycle and pedestrian infrastructure projects. For rural areas these funds are managed by TxDOT. For urban areas, these funds are managed through the El Paso Metropolitan Planning Organization.
- Carbon Reduction Program (CRP) provides funds to support projects that reduce carbon emissions in the air. For transit, the funding can be used for microtransit related projects, technology based projects and purchasing zero emission vehicles. These funds are managed through the El Paso Metropolitan Planning Organization.
- Rural State of Texas funding is provided by TxDOT for transit administration and operational costs.
- New Mexico DOT provides state general funds to support the NMDOT Park & Ride and match the TxDOT provided FTA Section 5311 (f).
- Local match contributions from Anthony, Clint, Horizon City, San Elizario, Vinton and El Paso County.
- Potential local match/contractual service revenue from Socorro and El Paso.
- Community Development Block Grant (CDBG) funds through the City of El Paso and Texas Department of Housing and Community Affairs that could support public services such as mobility management, free bus rides and travel training.
- Title IIIB Older American Act funds through the Rio Grande Council of Governments that could support transportation for seniors and persons with disabilities.
- Fund Balance Contribution from previous years.
- Miscellaneous Revenues from surplus, advertising sales.

### Expenses

ETA would need to develop a chart of accounts for its expenses, which could be replicated from what is used by the Rio Grande Council of Governments and inputted into the accounting system proposed for use by ETA. The proposed chart of accounts is below:

|      |                                        |
|------|----------------------------------------|
| 5110 | Salaries                               |
| 5200 | Benefits                               |
|      | FICA - SS Tax                          |
|      | FICA - Medicare Tax                    |
|      | TWC - SUTA Tax                         |
|      | ER - Health Benefit                    |
|      | ER - LADD Benefit                      |
|      | Workers Compensation                   |
|      | TCDRS Retirement                       |
| 5390 | Indirect Cost Control Account          |
| 5310 | Indirect Cost                          |
| 5450 | Contractual Services                   |
|      | Purchased Transportation – Bus         |
|      | Purchased Transportation – Paratransit |
|      | Purchased Transportation – Vanpool     |
|      | Purchased Transportation - NMDOT       |
|      | Purchased Transportation - Other       |
| 5376 | Subaward                               |
| 5400 | Travel In Region                       |
| 5401 | Travel Out of Region In State          |
| 5402 | Travel Out of State                    |
| 5420 | Registration                           |
| 5430 | Supplies                               |
| 5433 | Supplies - Expendable Equipment        |
| 5435 | Special Equipment/Supplies             |
| 5440 | Printing                               |
| 5670 | Rent – Office                          |
| 5680 | Rent – Storage                         |
| 5650 | Telephone                              |
| 5660 | Postage                                |
| 5700 | Training                               |
| 5701 | Education                              |
| 5710 | Dues                                   |
| 5711 | Subscriptions                          |
| 5715 | Maintenance and Repairs                |
| 5410 | Meeting Cost                           |
| 5724 | Fees                                   |
| 5725 | Advertising                            |
| 5726 | Public, Legal, Outreach Notices        |
| 5730 | Audit Cost                             |
| 5731 | Legal Cost                             |
| 5740 | General Liability Insurance            |
| 5741 | Vehicle Insurance                      |
| 5742 | Fidelity Bond Insurance                |
| 5760 | Parking                                |

|      |                            |
|------|----------------------------|
| 5766 | Other Cost                 |
| 5802 | Bad Debt                   |
| 5550 | Non-Federal Expense        |
| 5772 | Copier Cost                |
| 5600 | Capital Outlay (Equipment) |
| 6449 | Depreciation Expense       |

#### Pending TxDOT Grant Applications

El Paso County Transit Operations Department staff in January 2026 submitted the following eight (8) applications to TxDOT as part of their coordinated call process to support ETA's rural transit operations:

- PLN-2026-EL PASO CO-00006 – El Paso-Midland-Odessa Intercity Bus Feasibility Study
- RTAP-2026-EL PASO CO-0007 – Rural transit technical assistance and training
- ICB-2026-EL PASO CO-00011 – El Paso-Anthony, Texas, Las Cruces, New Mexico Intercity Bus Service (Gold Route)
- ICB-2026-EL PASO CO-00004 – El Paso-Fabens-Tornillo Corridor Service
- RD-2026-EL PASO CO-00011 – Transit Operations and Maintenance Facility Engineering and Design Funds
- RD-2026-EL PASO CO-00016 – Transit Support Vehicles
- RD-2026-EL PASO CO-00017 – Transit Technology & Fare Collection Modernization Project; and
- RD-2026-EL PASO CO-00033 – Operational Assistance for DAR.

As of the writing of this Transition Plan, it is not known on how much of these funds would be awarded to ETA. It was noted in the applications that El Paso County is transitioning transit operations to ETA and that should the funds be awarded, they should be awarded in the name of ETA and not El Paso County. This is all subject to the Texas Transportation Commission approving the transfer of Rural Transit District status from El Paso County to ETA. The funds awarded would be for a two (2) year period ending August 31, 2028. El Paso County was successful in the 2024 Coordinated Call to receive approximately \$1.6 million in funding for the current two (2) year period ending August 31, 2026.

## SECTION 9: TRANSIT ASSETS

As a new public transit government agency, it would often assume ownership of transit assets from the entity, previously responsible for providing the public transit service, in which case, was El Paso County. These typically include the rolling stock as well as shelters, bus stop signage and other miscellaneous assets. These miscellaneous assets include equipment, maintenance facilities, transit centers, and other properties. The nature and ownership of such property can vary substantially depending upon the sources of funding used to purchase assets, issues of shared use, relationship to other transit operators, and the general desirability for control of assets for purposes of liability. In the transfer of assets, they would be identified in a Transfer of Assets, Contracts and Grants MOU, approved by both ETA and El Paso County with consensus from TxDOT, as there is a Federal lien on all the assets currently owned by El Paso County and used for public transit purposes.

Appendices C, D and K provides a list of the assets identified by El Paso County Transit Operations Department staff which relate to transit operations. Key staff members of the El Paso County Purchasing Department and Transit Operations Department will review the asset lists and identify those assets which will be transferred to ETA and those which will remain the property with El Paso County. The parties will also specify any terms under which assets may be transferred to ETA in the Transfer of Assets, Contracts and Grants MOU.

### 9.1 Asset Access, Transfer and Ownership

Presently, El Paso County own assets typical of other transit agencies which were all funded with TxDOT Federal funds assigned to El Paso County and in some cases matched with El Paso County general funds. A summary of the assets to be accessed and/or transferred is shown below.

| Currently Owned By El Paso County                                        |                                                                                                          |
|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| Asset                                                                    | Location                                                                                                 |
| Transit cutaways with cameras, fareboxes, wi-fi and associated amenities | 700 W. San Francisco Avenue, El Paso                                                                     |
| Paratransit vans with cameras, fareboxes, wi-fi and associated amenities | 700 W. San Francisco Avenue, El Paso and Al Jefferson Westside Transit Center, 7535 Remcon Loop, El Paso |
| Three (3) Administrative Vehicles                                        | 700 W. San Francisco Avenue, El Paso and 800 East Overland Avenue, El Paso                               |
| Admin/Maintenance Facility - Land                                        | Windermere Avenue and Cunningham Street in unincorporated El Paso County                                 |
| Bus Shelters (11) with trash cans, benches and map case                  | Throughout El Paso County                                                                                |
| Bus Stop Signs (60)                                                      | Throughout El Paso County                                                                                |
| Four (4) Electric Chargers                                               | Al Jefferson Westside Transit Center, 7535 Remcon Loop, El Paso                                          |

These assets will need to be accessed and/or transferred in accordance with the requirements of the

grants with which they were funded. The asset transfers will be recorded in the accounting records and fixed asset inventories of El Paso County and ETA. In addition, as part of the purchase of an accounting software, a module for assets tracking would be procured to comply with FTA requirements regarding transit asset management and satisfactory continuing control. This includes preparing a rolling stock status report.

## **9.2 Transit Operations and Maintenance Facility**

ETA is presently in the planning processes to construct a transit operations and maintenance facility using FTA Section 5339(b) grants and State of Texas funding. El Paso County recently purchased land for this facility which is planning to be located at Windermere Avenue and Cuningham Street in unincorporated El Paso County. This facility will replace the leased location owned by the City of El Paso Mass Transit Department located at 700 W. San Francisco Avenue, El Paso, which was originally leased in 2015 by First Transit Inc (now Transdev) and most recently, El Paso County and ETA.

The facility will not only house the current transit operations contractor, but also house ETA administration, which would replace its current offices located at 800 East Overland Avenue, Room 423 in downtown El Paso. It is anticipated that this facility would open in 2029. Details about the facility are available at: <https://elpasotransportationauthority.org/public-meeting-on-june-24-2025-transit-operations-and-maintenance-facility-overview/>.

There will be a conference room, that can also house the ETA Board of Directors meeting, which would no longer require the need to use the Rio Grande Council of Governments offices in east El Paso or El Paso County Courthouse in downtown El Paso.

El Paso County contributed \$1.5 million dollars towards the purchase of this facility and it is the desire of El Paso County as explained in the current Fiscal Year 2026 Interlocal Agreement to use this amount as in-kind match towards transit operations in future years until exhausted. ETA, El Paso County and TxDOT will work together to utilize this in-kind match which would allow ETA to drawdown 100% of the FTA funds allocated without using local match.

## SECTION 10: CAPITAL PROJECTS

### 10.1 Facilities

El Paso County is presently responsible for the construction of capital projects required to meet the transit system operating needs and for the purchase of bus and paratransit fleets (revenue vehicles), other vehicles and equipment. ETA will assume have similar responsibilities.

Through the proposed the Transfer of Assets, Contracts and Grants MOU, El Paso County will transfer assets mentioned in the previous section to ETA. There are two (2) major capital projects that are being managed by the Camino Real Regional Mobility Authority (CRRMA) under contract to El Paso County that would also transfer to ETA, including the CRRMA the Project Development Agreement for the two capital projects. ETA staff is presently managing two separate vehicle procurements as well as an electric charger construction project. A list of the current capital projects are shown below:

| <b>Current El Paso County Capital Projects</b>                         | <b>Managed by Whom?</b>                      |
|------------------------------------------------------------------------|----------------------------------------------|
| Transit Operations and Maintenance Facility                            | CRRMA                                        |
| Passenger Amenities Construction                                       | CRRMA                                        |
| Electric Chargers Installation at Al Jefferson Westside Transit Center | El Paso County Transit Operations Department |

The Associate Transportation Planner is assigned project management duties for capital projects and will be managing these projects going forward. A current summary of the capital projects are shown in Appendix L.

The Town of Horizon City with the CRRMA is managing the construction of a transit plaza as part of their new Town Hall being constructed at Dilley Drive and Delake Drive. The project is known as the Dilley, Delake, and Transit Plaza Project. ETA will continue to provide a support role on this project through the Associate Transportation Planner.

The scope of this project consists of the construction of a Transit Center, a bus stop with shade canopies and a parking lot adjacent to the transit center and bus stop, to also include the following items:

- Pedestrian Facilities – Sidewalks & Walking Trails
- Illumination
- Drainage
- Landscaping and Irrigation
- Parking Areas

It is anticipated that once the project is built, ETA will operate its transit services from the facility and have an interlocal agreement with the Town of Horizon City for the operations and maintenance of the facility, including the possibility of operating two circulator routes traveling within the Town, to the City of Socorro and University of Texas, El Paso (UTEP).

Management of future construction projects undertaken by ETA will follow requirements of the funding agencies contributing to the project. For example, projects funded with FTA funds must follow FTA guidelines including third party contracting guidelines as well as compliance with the National Environmental Protection Act (NEPA) and in some cases, Title VI. Future construction projects may involve contracts with the jurisdiction in which the project is located and/or the CRRMA for project management assistance, and for other phases of project delivery.

## **10.2 Vehicle Procurements**

Procurement of vehicles and equipment will be managed by ETA and are not expected to require assistance from El Paso County. Presently there are two (2) vehicle procurement efforts being coordinated through the El Paso County Purchasing Department. This includes the purchase of seven (7) Glavial Universal CNG cutaway vehicles under two (2) separate purchase orders and four (4) battery electric paratransit vans under one (1) purchase order pending. It is anticipated that these vehicles will be delivered in 2026 during the transition process and replace seven (7) current CNG vehicles in the fixed route fleet. As part of the electric vehicle bus procurement, El Paso County Purchasing Department have issued a three (3) purchase orders to Crawford Electric Supply for the purchase of extended charging wires, five (5) Charge Point Level 2 chargers and one (1) Charge Point Level 3 DC fast charger. It is expected that ETA will retain one (1) Level 3 charger and three (3) Level 2 Chargers for the proposed electric bus pilot project managed by TxDOT and their consultant, Hatch. The chargers once constructed would be included as part of the asset transfer from El Paso County to ETA.

## **APPENDIX**

- A. List of TxDOT Grants
- B. List of Transit Contracts at El Paso County
  - i. Transit Operations
  - ii. Public Works
  - iii. Planning and Development
  - iv. Transportation
  - v. Community Services
  - vi. Human Resources
- C. Fleet Inventory
- D. Bus Stop and Shelter Inventory
- E. El Paso County Job Descriptions
- F. El Paso County Pay Scale
- G. Current El Paso County Policies Listing
- H. Current Benefits Listing for Employees
- I. Current Texas A&M Transportation Institute Studies
- J. Current Budget – FY 2026
- K. Transit Asset Inventory as Reported to El Paso County Purchasing Department of September 1, 2025
- L. Current Capital Projects with CRRMA and Electric Charger Project
- M. Employee Transitional Questions and Answers
- N. El Paso County Human Resources Presentation
- O. TCDRS Presentation
- P. El Paso County Print Shop Prices

Appendix A - TxDOT Grants

| El Paso County TxDOT Transit Grants |                                     |    |                                                                                 |                      |                 |                                      |                                                                                                                                                                                                                                                                 |                               |                             |            |            |                  |                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                |       |
|-------------------------------------|-------------------------------------|----|---------------------------------------------------------------------------------|----------------------|-----------------|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-----------------------------|------------|------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
|                                     | Type of Grant                       | #  | Grant Name (IGX)                                                                | Grant Name (Munis)   | Expiration Date | Grant Status                         | Spending Plan                                                                                                                                                                                                                                                   | Federal Contract Award Amount | State Contract Award Amount | EPC Match  | TDC        | Balance on Munis | Pending Action(s)                                                                                                                                                                                                                                                                                                                                                                              | Additional Notes Alfredo/Bianca                                                                                                                                                                                                                                                                | VIN # |
|                                     | Application Submitted/ In Review    |    | None                                                                            |                      |                 |                                      |                                                                                                                                                                                                                                                                 |                               |                             |            |            |                  |                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                |       |
|                                     | Vehicles                            | 1  | 5339-R-2024-EL PASO CO-00022                                                    | G5339D25             | 5/31/2026       | Grant Executed                       | Purchase 3 Buses (expansion) and 2 vans (expansion).                                                                                                                                                                                                            | 1,041,647.00                  | -                           | -          |            | 24,861.50        | Procurement Process has begun and Issued PO 22502319 on 01.28.25<br>As of 7/3/25<br>Actual Paid: 337,306 for Vans<br>Encumbered: 679,479.50 for Buses                                                                                                                                                                                                                                          | Working on RFR procurement docs with Jesus for the Vans                                                                                                                                                                                                                                        |       |
|                                     |                                     | 2  | 5339-D-2024-EL PASO CO-00151                                                    | G5339R25             | 5/31/2026       | Grant Executed                       | Expansions for Buses - 3 Vehicles                                                                                                                                                                                                                               | 1,026,726.00                  |                             |            | 154,009.00 | 119,170.00       | Reyna is gathering paperwork from Vendor and will be getting purchasing paperwork. 3 Buses Expand: 4 (four) CNG buses PO 22503607 issued 3/26/25:<br>Remaining funds to use for wraps, est. 15k<br>As of 7/3/25<br>Encumbered: 907,556.00                                                                                                                                                      |                                                                                                                                                                                                                                                                                                |       |
|                                     |                                     | 3  | 5339-D-2022-EL PASO CO-00194<br>all rewritten into 5339-D-2022-EL PASO CO-00203 | G5339D24             | 5/31/2026       | Grant Executed                       | EPC was accepted as an agency in the TxDOT EV Pilot Program - Funds will be used for this program to include software, miscellaneous equipment and purchase of EV buses.                                                                                        | 524,596.00                    |                             |            |            | 1,036,530.68     | EPC issued a PO for chargers in Sept 2024. No expenses as of 10.15.24<br>Jesus submitted RQ for four buses. Encumbered: \$1,498,873.32<br><br>Jesus spoke with Justin and it is to be extended until 2026.<br>5339-D-2022-EL PASO CO-000203 is going to be the re-written PGA.<br><br>Once the New grant is awarded Bianca needs to do Budget Amendments on Munis to reflect correct balances. |                                                                                                                                                                                                                                                                                                |       |
|                                     |                                     | 4  | 5339-D-2022-EL PASO CO-00203                                                    | Need to set up Grant | 12/31/2026      | Grant Executed                       | REWRITE OF 5339-D-2022-EL PASO CO-00194                                                                                                                                                                                                                         | 2,010,808.00                  |                             |            |            |                  | Amendment in process to reduce the amount by 300k. Currently 400k over budget. Purpose of amendment is to help agencies with shortfall per PTN.                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                |       |
|                                     | Passenger Shelters/Transit Facility | 5  | 5339-R-2022-EL PASO CO-00208                                                    | Need to set up Grant | 3/31/2026       | Grant Executed                       | Rewrite of 41k for shelters construction (5339-R-2022-EL PASO CO-00015)                                                                                                                                                                                         | 41,647.00                     |                             |            |            | 41,647.00        | Recently awarded                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                |       |
|                                     |                                     | 6  | 5311-2022-EL PASO CO-00197                                                      | GRURALF24B           | 12/31/2025      | Grant Executed                       | EPC will use funds for Engineering and Design of the Transit Facility. EPC to fill out application in the amount of \$1,474,000 for the Engineering and Design Admin/Maintenance Facility                                                                       | 1,400,285.00                  |                             |            | 280,057.00 | 1,067,123.41     | Extended to 12/31/25 due to trasit facility project being paused due to environmental situation. Alfredo to follow up with Gonzalo.<br><br>Will be using after RD-00034 is exhausted. Entering into environmental review and Transit staff is still discussing if E&D should take place before environmental clearance.<br><br>Needs to get extended. Last inv paid was for JUNE 2025 expenses | D&E Facilities                                                                                                                                                                                                                                                                                 |       |
|                                     |                                     | 7  | 5311-2022-EL PASO CO-00188                                                      | GRURALF25C           | 12/31/2026      | Grant Executed                       | EPC will use Funds to construct all PS Categories (1-3).                                                                                                                                                                                                        | 2,044,420.00                  | -                           | -          |            | 2,034,017.18     | Reyna and Bianca will need to come back to check in August for extension. Project has been delayed because of the RFP issue with EPC Procurement department.<br><br>ILA with RMA approved on CC 04.07.2025 Kickoff to begin April/May<br><br>Two RFRs Pending to submit to AG for April and May Invoices<br><br>Last inv paid was for MAY 2025 expenses                                        | Bid is opened, announcement went out 03.23.25 and it closes on 04.24.25. 60 days after it closes it is set to begin.<br><br>Time frames for materials and give Bianca the update once we get it.<br><br>Extend PGA and we can get started now with justification about construction materials. |       |
|                                     | Planning                            | 8  | PLN-2024-EL PASO CO-00015                                                       | GPLANST24            | 5/31/2026       | Grant Executed                       | TTI for Demand Response Implementation Plan                                                                                                                                                                                                                     | 270,000.00                    |                             |            |            | 218,030.00       | KickOff was 11.06.24. TTI submitted public outreach plans. Work has started in January, should be receiving invoices soon. RFRs to start being submitted late March 2025                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                |       |
|                                     | ICB                                 | 9  | ICB-2024-EL PASO CO-00006                                                       | GNMIJARC24           | 8/31/2026       | Grant Executed                       | EPC will use funding toward Intercity Bus NMDOT Gold Route operations                                                                                                                                                                                           | 911,401.00                    |                             |            |            | 169,017.00       | Started using for svcs in Oct 2024. Last RFR submitted was for March 2025.<br>Grant in Amendment executed to include additional award. I need to update end date, award amount, and new balance on MUNIS. Last inv paid was for JUNE 2025 expenses                                                                                                                                             |                                                                                                                                                                                                                                                                                                |       |
|                                     |                                     | 10 | ICB-2024-EL PASO CO-00024                                                       |                      | 8/31/2026       | Grant Sub-Grantee Signature Required |                                                                                                                                                                                                                                                                 | 465,947.00                    |                             |            |            | 465,947.00       | CC 09.15.25                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                |       |
|                                     | & 3rd Party Cap Intracting          | 11 | 5311-2023-EL PASO CO-00083                                                      | GRURALF24            | 5/31/2026       | Grant Executed                       | Funding to be utilized once 5311-2022-EL PASO CO-00076 has been exhausted. EPC will use for commuter bus and vanpool operations, third party contract capital cost of contracting and project administration<br><br>EPC MATCH - 926,612<br>Prog Income - 50,000 | 2,814,669.00                  |                             | 926,612.00 |            | 897,321.00       | Started using it in June 2024.<br><br>Partially rewritten for shortfall on Passenger Shelters<br>Need to submit RFRs for Feb-June 2025<br><br>Amendment executed on 08.20.25, but IGX system is closed until 09.02.25 and then I can submit five (5) RFRS.                                                                                                                                     |                                                                                                                                                                                                                                                                                                |       |

|  |  |                             |    |                                   |            |            |                                          |                                                                                                                                                                                                              |               |              |              |  |               |                                                                                                                                                                                                                            |             |  |
|--|--|-----------------------------|----|-----------------------------------|------------|------------|------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------------|--------------|--|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--|
|  |  | 5311 - Operating Cost of Co | 12 | 5311-2024-EL PASO CO-00051        | GRURALF25  | 11/30/2026 | Amendment Sub-Grantee Signature Required | Funding to be utilized once 5311-2023-EL PASO CO-00083 has been exhausted. EPC will use for commuter bus and vanpool operations, third party contract capital cost of contracting and project administration | 3,287,454.00  |              | 1,252,568.00 |  | 4,451,566.00  | Will start using after 5311-2023-EL PASO CO-00083 is exhausted and we might need to submit an amendment for extension<br><br>Partially rewritten for shortfall on Passenger Shelters. Started using for Operating Expenses |             |  |
|  |  |                             | 13 | 5311-2025-EL PASO CO-00024        |            |            | 11/30/2026                               | Grant Sub-Grantee Signature Required                                                                                                                                                                         |               | 2,496,007.00 |              |  |               | 2,496,007.00                                                                                                                                                                                                               | CC 09.15.25 |  |
|  |  | State                       | 14 | STATE-R-2024-EL PASO CO-00097     | GRURALS25  | 8/31/2026  | Amendment Sub-Grantee Signature Required | Project Admin                                                                                                                                                                                                |               | 1,114,926.00 |              |  | 584,260.35    | State-00084 will be rolled over into this grant around April 2025<br><br>NEED TO DO BUDGET AMENDMENT TO REFLECT AMENDMENT 2. BALANCE IS HIGHER THAN REFLECTED ON M21. Might need extension.                                |             |  |
|  |  |                             | 15 | STATE-R-2025-EL PASO CO-00057     |            |            | 8/1/2026                                 | Grant Sub-Grantee Signature Required                                                                                                                                                                         |               |              | 628,308.00   |  |               | 628,308.00                                                                                                                                                                                                                 | CC 09.15.25 |  |
|  |  | CMAQ                        | 16 | Not on IGX CMAQ (CSJ#0924-06-613) | GSTARTAS23 | 8/31/2025  |                                          |                                                                                                                                                                                                              | 3,284,283.20  |              | 826,683.80   |  | 326,174.95    |                                                                                                                                                                                                                            |             |  |
|  |  |                             |    |                                   |            |            |                                          | Total - Awarded Amount (Includes State but Excludes CMAQ)                                                                                                                                                    | 20,078,841.00 |              | 3,005,863.80 |  | 13,605,498.12 |                                                                                                                                                                                                                            |             |  |
|  |  |                             |    |                                   |            |            |                                          | Total - Application in Process Grants                                                                                                                                                                        | 0.00          |              |              |  | 0.00          |                                                                                                                                                                                                                            |             |  |
|  |  |                             |    |                                   |            |            |                                          | Total - Awarded and Application in Process Grants                                                                                                                                                            | 20,078,841.00 |              |              |  | 13,605,498.12 |                                                                                                                                                                                                                            |             |  |
|  |  |                             |    |                                   |            |            |                                          | Total - CMAQ Awarded                                                                                                                                                                                         | 3,284,283.20  |              |              |  | 326,174.95    |                                                                                                                                                                                                                            |             |  |
|  |  |                             |    |                                   |            |            |                                          | Total with Application in Process and CMAQ Grants                                                                                                                                                            | 23,363,124.20 |              |              |  | 13,931,673.07 |                                                                                                                                                                                                                            |             |  |

Appendix B - List of Transit Contracts at El Paso County

| View System Contract No. | Contract No. | Second Party                                                     | Subject Matter                                                                                                                                                                                                                                                                                                           | Department         | Contract Type         | Transit Operations - 2/24/2026 7:02:19 AM UTC Status | Approval Authority  | Term                    | Effective Date      | Expiration Date     | Status Category | County Attorney Assigned | Department Contact | System Contract No. |
|--------------------------|--------------|------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|-----------------------|------------------------------------------------------|---------------------|-------------------------|---------------------|---------------------|-----------------|--------------------------|--------------------|---------------------|
| <a href="#">View</a>     |              |                                                                  | Public Transportation Master Grant Agreement (MGA) No. 2021-2026 - El Paso CO-030 / Yr 2021-2026 / Amendment 2 - DBE Compliance Update                                                                                                                                                                                   | Transit Operations | Grant Modification    | Approved by Court - Signature(s) in Process          | Commissioners Court |                         |                     |                     | Active          | Michelle R. Martinez     | Reyna Mayorga      | 22450               |
| <a href="#">View</a>     | 2025-1058    | State of Texas, Department of Transportation(TxDOT)              | Multiple-Use Agreement(MUA) / Construction, Maintenance, and Operations / Passenger Shelters on TxDOT ROW / Phase II                                                                                                                                                                                                     | Transit Operations | Contract Modification | Approved by Court - Signature(s) in Process          | Commissioners Court |                         |                     |                     | Active          | Vivian Arroyo            | Reyna Mayorga      | 22449               |
| <a href="#">View</a>     | 2025-0877    | State of Texas, Department of Transportation(TxDOT)              | Fleet / Rural Commuter Bus Service - ADA-Accessible / EV Cutoffway Buses / Rural Bus and Bus Facilities Program / YR24 Grant Award \$339-D-2022-EL PASO CO-00194 / Amendment 3 - All Budget Revision                                                                                                                     | Transit Operations | Grant Modification    | Under Legal Review                                   | Commissioners Court |                         |                     |                     | Pending         | Michelle R. Martinez     | Reyna Mayorga      | 22817               |
| <a href="#">View</a>     | 2025-1056    | State of Texas, Department of Transportation(TxDOT)              | Commuter Vampool Program Services / Management, Operation and Marketing / Yr 2026                                                                                                                                                                                                                                        | Transit Operations | Services              | Under Legal Review                                   | Commissioners Court | 1 Year                  | 1/1/2026 12:00 AM   | 12/31/2026 12:00 AM | Pending         | Steven Arellano          | Reyna Mayorga      | 22428               |
| <a href="#">View</a>     | 2026-0145    | State of Texas, Department of Transportation(TxDOT)              | MMDOT / EPATS, LLC / El Paso-LC Bus Service (NM Park & Ride) / Interlocal Agreement (IA) 2025-2026 / Amendment 1 - Administrative Clarification                                                                                                                                                                          | Transit Operations | Contract Modification | Under Legal Review                                   | Commissioners Court |                         |                     |                     | Pending         | Vivian Arroyo            | John Andoh         | 22804               |
| <a href="#">View</a>     | 2026-0153    | Multiple Parties (see contact attachment and additional parties) | MMAU / EPATS / Transit Information Services / Partnership Collaboration Agreement / Yr 2026-2027                                                                                                                                                                                                                         | Transit Operations | Services              | Under Legal Review                                   | Chief Administrator | 1 Year                  | 3/2/2026 12:00 AM   | 3/31/2027 12:00 AM  | Pending         | Michelle R. Martinez     | John Andoh         | 22812               |
| <a href="#">View</a>     | 2025-0489    | Multiple Parties (see contact attachment and additional parties) | S339 Formula Grant / Bus and Bus Facilities / FY23 Grant Application No. S339-R-2022-EL PASO CO-00208                                                                                                                                                                                                                    | Transit Operations | Grant Application     | Fully Executed/Amended (See History)                 | Commissioners Court |                         |                     |                     | Active          | Steven Arellano          | Reyna Mayorga      | 22061               |
| <a href="#">View</a>     | 2025-0331    | State of Texas, Department of Transportation(TxDOT)              | Fleet / Rural Commuter Bus Service - ADA-Accessible / EV Cutoffway Buses / Rural Bus and Bus Facilities Program / YR25-26 Grant Application S339-D-2023-EL PASO CO-00203                                                                                                                                                 | Transit Operations | Grant Application     | Fully Executed/Amended (See History)                 | Commissioners Court |                         |                     |                     | Active          | Michelle R. Martinez     | Reyna Mayorga      | 21903               |
| <a href="#">View</a>     | 2024-0792    | State of Texas, Department of Transportation(TxDOT)              | 2025 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant Application 5311-2021-EL PASO CO-00120 / Bus Replacement / Yr 2024                                                                                                                                                        | Transit Operations | Grant Application     | Fully Executed/Amended (See History)                 | Commissioners Court |                         |                     |                     | Active          | Steven Arellano          | Reyna Mayorga      | 21265               |
| <a href="#">View</a>     | 2025-0252    | State of Texas, Department of Transportation(TxDOT)              | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Master Interlocal / Yr 2025 - 2030                                                                                                                                                                                                            | Transit Operations | Interlocal Agreement  | Fully Executed/Amended (See History)                 | Commissioners Court | Other - See Dates/Notes | 6/1/2025 12:00 AM   | 5/31/2030 12:00 AM  | Active          | Diana Shearer            | Reyna Mayorga      | 21804               |
| <a href="#">View</a>     | 2025-0665    | State of Texas, Department of Transportation(TxDOT)              | Rural Transit Feed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 9 - Extend Month-to-Month Transit Services                                                                                                                                                                      | Transit Operations | Services              | Fully Executed/Amended (See History)                 | Commissioners Court | 5 Years                 | 9/1/2025 12:00 AM   | 8/31/2030 12:00 AM  | Active          | Erica Rosales            | John Andoh         | 22237               |
| <a href="#">View</a>     | 2025-0714    | First Transit, Inc.                                              | Rural Transit Feed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 9 - Extend Month-to-Month Transit Services                                                                                                                                                                      | Transit Operations | Contract Modification | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Michelle R. Martinez     | Reyna Mayorga      | 22286               |
| <a href="#">View</a>     | 2024-0804    | First Transit, Inc.                                              | FY25 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant Award 5311-2022-EL PASO CO-00188 / Passenger Shelters Construction / Yr 2024-2025                                                                                                                                         | Transit Operations | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court | Other - See Dates/Notes | 10/21/2024 12:00 AM | 12/31/2025 12:00 AM | Active          | Michelle R. Martinez     | Reyna Mayorga      | 21277               |
| <a href="#">View</a>     | 2025-0635    | State of Texas, Department of Transportation(TxDOT)              | FY26 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018010626 / TxDOT Project RPT 2401 (06) 081_25 / Grant Agreement / Commuter Bus Service - ADA-Accessible / EV Cutoffway Buses / Rural Bus and Bus Facilities Program / Yr 2025-2026 | Transit Operations | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court | Other - See Dates/Notes | 9/1/2025 12:00 AM   | 11/30/2026 12:00 AM | Active          | Steven Arellano          | Reyna Mayorga      | 22207               |
| <a href="#">View</a>     | 2025-0498    | State of Texas, Department of Transportation(TxDOT)              | Fleet / Rural Commuter Bus Service - ADA-Accessible / EV Cutoffway Buses / Rural Bus and Bus Facilities Program / YR24 Grant Award \$339-D-2022-EL PASO CO-00203                                                                                                                                                         | Transit Operations | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court | Other - See Dates/Notes | 7/7/2025 12:00 AM   | 12/31/2026 12:00 AM | Active          | Michelle R. Martinez     | Reyna Mayorga      | 22070               |
| <a href="#">View</a>     | 2025-0611    | State of Texas, Department of Transportation(TxDOT)              | S339 Formula Grant / Bus and Bus Facilities / FY25 Grant Award No. S339-R-2022-EL PASO CO-00208 / Yr 2025-2026                                                                                                                                                                                                           | Transit Operations | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court | Other - See Dates/Notes | 8/18/2025 12:00 AM  | 3/31/2026 12:00 AM  | Active          | Diana Shearer            | Reyna Mayorga      | 22183               |
| <a href="#">View</a>     | 2025-0678    | State of Texas, Department of Transportation(TxDOT)              | FY26 / State Rural and State Urban / MGA-2022-2026-EL PASO CO-030 / Project ID 51218010626 / TxDOT Project RUR 2601 (06) / Grant Agreement / Yr 2025-2026                                                                                                                                                                | Transit Operations | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court | 1 Year                  | 9/15/2025 12:00 AM  | 8/31/2026 12:00 AM  | Active          | Steven Arellano          | Reyna Mayorga      | 22250               |
| <a href="#">View</a>     | 2025-0680    | State of Texas, Department of Transportation(TxDOT)              | FY26 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Award No ICB-2024-EL PASO CO-00004 / Yr 2025-2026                                                                                                         | Transit Operations | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court | Other - See Dates/Notes | 9/15/2025 12:00 AM  | 8/31/2026 12:00 AM  | Active          | Steven Arellano          | Reyna Mayorga      | 22252               |
| <a href="#">View</a>     | 2025-0332    | State of Texas, Department of Transportation(TxDOT)              | FY25 / State Rural and State Urban / MGA-2022-2026-EL PASO CO-030 / Project ID 51218010625 / TxDOT Project RUR 2601 (06) / Grant Agreement / Yr 2024-2025 / Amendment 1 - Budget Revision and Extend Grant Time Period                                                                                                   | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Diana Shearer            | Reyna Mayorga      | 21904               |
| <a href="#">View</a>     | 2025-0429    | State of Texas, Department of Transportation(TxDOT)              | Fleet / Rural Commuter Bus Service - ADA-Accessible / EV Cutoffway Buses / Rural Bus and Bus Facilities Program / YR24 Grant Award \$339-D-2022-EL PASO CO-00194 / Amendment 1 - Extend Grant Time Period                                                                                                                | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Diana Shearer            | Reyna Mayorga      | 21981               |
| <a href="#">View</a>     | 2025-0429    | State of Texas, Department of Transportation(TxDOT)              | Public Transportation Master Grant Agreement (MGA) No. 2021-2026 - El Paso CO-030 / Yr 2021-2026 / Amendment 1 - FY25 Funding Update(s)                                                                                                                                                                                  | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Steven Arellano          | Reyna Mayorga      | 22001               |
| <a href="#">View</a>     | 2025-0457    | State of Texas, Department of Transportation(TxDOT)              | Fleet / Rural Commuter Bus Service - ADA-Accessible / EV Cutoffway Buses / Rural Bus and Bus Facilities Program / YR24 Grant Award \$339-D-2022-EL PASO CO-00194 / Amendment 2 - Technical Budget Adjustment                                                                                                             | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Diana Shearer            | Reyna Mayorga      | 22029               |
| <a href="#">View</a>     | 2025-0130    | State of Texas, Department of Transportation(TxDOT)              | Rural Area Federal Program / FY24 Federal Transit Administration (FTA) / Federal 5311 Formula Grant / Commuter Bus Service / Master Agreement No MGA-2022-2026-EL PASO CO-030 / Project ID 51018030624 / Tx Project No RPT 2401 (06) 045_20 / Yr 24-25 / Amendment 1 - Budget Revision                                   | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Steven Arellano          | Reyna Mayorga      | 21702               |
| <a href="#">View</a>     | 2025-0216    | State of Texas, Department of Transportation(TxDOT)              | FY25 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018010625 / TxDOT Project RPT 2301 (06) 076_25 / Grant Agreement / Commuter Bus Service / Yr 2024-2025 / Amendment 1 - Extend Grant Time Period & Budget Revision                   | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Diana Shearer            | Reyna Mayorga      | 21788               |
| <a href="#">View</a>     | 2025-0628    | State of Texas, Department of Transportation(TxDOT)              | FY24 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018010624 / TxDOT Project RPT 2401 (06) 108_23 / Grant Agreement / Motorbus Service / Yr 2025-2026 / Amendment 2 - Budget Revision and Extend Grant Time Period                     | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Vivian Arroyo            | Reyna Mayorga      | 22200               |
| <a href="#">View</a>     | 2025-0557    | State of Texas, Department of Transportation(TxDOT)              | Congestion Mitigation and Air Quality (CMAQ) Project /Advanced Funding Agreement (AFA) / Regional Start-up Assistance / FY23 Grant No. CO-0924-06-612 / Amendment 2 - Extend Grant Time Period                                                                                                                           | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Diana Shearer            | Reyna Mayorga      | 22169               |
| <a href="#">View</a>     | 2025-0507    | State of Texas, Department of Transportation(TxDOT)              | FY25 / State Rural and State Urban / MGA-2022-2026-EL PASO CO-030 / Project ID 51218010625 / TxDOT Project RUR 2501 (06) / Grant Agreement / Yr 2024-2025 / Amendment 2 - Update Project Description                                                                                                                     | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Steven Arellano          | Reyna Mayorga      | 22079               |
| <a href="#">View</a>     | 2025-1006    | State of Texas, Department of Transportation(TxDOT)              | Multiple-Use Agreement(MUA) / Construction, Maintenance, and Operations / Passenger Shelters on TxDOT ROW / Phase II / Resolution                                                                                                                                                                                        | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court | Other - See Dates/Notes | 12/8/2025 12:00 AM  | 11/30/2030 12:00 AM | Active          | Vivian Arroyo            | Reyna Mayorga      | 22578               |
| <a href="#">View</a>     | 2025-0581    | State of Texas, Department of Transportation(TxDOT)              | FY25 Planning Assistance Grant / MGA-2022-2026-EL PASO CO-030 / Project ID 51008020625 / TxDOT Project PLR 2502 (06) 060_23 / Grant Amendment / Yr 2024-2025 / Amendment 1 - Extend Grant Time Period                                                                                                                    | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Diana Shearer            | Reyna Mayorga      | 22153               |
| <a href="#">View</a>     | 2025-0640    | State of Texas, Department of Transportation(TxDOT)              | FY23 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018010625 / TxDOT Project RPT 2301 (06) 076_25 / Grant Amendment / Motorbus Service / Yr 2025-2026 / Amendment 2 - Budget Revision                                                  | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Steven Arellano          | Reyna Mayorga      | 22212               |
| <a href="#">View</a>     | 2025-0677    | State of Texas, Department of Transportation(TxDOT)              | FY26 / State Rural and State Urban / MGA-2022-2026-EL PASO CO-030 / Project ID 51218010625 / TxDOT Project RUR 2501 (06) / Grant Agreement / Yr 2024-2025 / Amendment 3 - Update Project Description                                                                                                                     | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Michelle R. Martinez     | Reyna Mayorga      | 22249               |
| <a href="#">View</a>     | 2025-0633    | State of Texas, Department of Transportation(TxDOT)              | FY23 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant Award 5311-2022-EL PASO CO-00188 / Passenger Shelters Construction / Yr 2025-2026 / Amendment 1 - Budget Revision and Extend Grant Time Period                                                                            | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Vivian Arroyo            | Reyna Mayorga      | 22205               |
| <a href="#">View</a>     | 2024-0847    | State of Texas, Department of Transportation(TxDOT)              | FY24 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018010624 / TxDOT Project RPT 2401 (06) 108_23 / Grant Agreement / Commuter Bus Service / Yr 2024-2025 / Amendment 1 - Extend Grant Time Period                                     | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Michelle R. Martinez     | Reyna Mayorga      | 21320               |
| <a href="#">View</a>     | 2024-1001    | State of Texas, Department of Transportation(TxDOT)              | Rural Area Federal Program / FY24 Federal Transit Administration (FTA) / Federal 5311 Formula Grant / Commuter Bus Service / Master Agreement No MGA-2022-2026-EL PASO CO-030 / Project ID 51018030624 / Tx Project No RPT 2401 (06) 045_20 / Yr 24-25 / Amendment 2 - Extend Grant Time Period                          | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Vivian Arroyo            | Reyna Mayorga      | 21475               |
| <a href="#">View</a>     | 2024-1002    | State of Texas, Department of Transportation(TxDOT)              | S339 Formula Grant / Bus and Bus Facilities / FY21 Grant Award / S339-R-2020-EL PASO CO-00298 / Amendment 1 - Extend Grant Time Period                                                                                                                                                                                   | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Steven Arellano          | Reyna Mayorga      | 21476               |
| <a href="#">View</a>     | 2024-1003    | State of Texas, Department of Transportation(TxDOT)              | S339 Formula Grant / Bus and Bus Facilities / FY23 Grant Award No. S339-R-2022-EL PASO CO-00015 / Yr 2024-2025 / Amendment 2 - Extend Grant Time Period                                                                                                                                                                  | Transit Operations | Grant Modification    | Fully Executed/Amends Another Contract (See Links)   | Commissioners Court |                         |                     |                     | Active          | Michelle R. Martinez     | Reyna Mayorga      | 21477               |

|                      |           |                                                                               |                                                                                                                                                                                                                                                                                                           |                    |                                       |                                                    |                     |                         |                      |                     |         |                      |               |       |
|----------------------|-----------|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|---------------------------------------|----------------------------------------------------|---------------------|-------------------------|----------------------|---------------------|---------|----------------------|---------------|-------|
| <a href="#">View</a> | 2024-1004 | State of Texas, Department of Transportation(TxDOT)                           | 2024 Rural Discretionary Grant / Design & Construction of New Transit Facility / Grant Award No. RD-2022-EL PASO CO-00034 / Yr 2024-2025 / Amendment 2 - Extend Grant Time Period                                                                                                                         | Transit Operations | Grant Modification                    | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Vivian Arroyo        | Reyna Mayorga       | 21478   |                      |               |       |
| <a href="#">View</a> | 2025-0839 | State of Texas, Department of Transportation(TxDOT)                           | Fleet / Rural Commuter Bus Service - ADA Accessible / EV Cateway Buses / Rural Bus and Bus Facilities Program / YR24 Grant Award \$339-D-2023-EL PASO CO-00029 / Amendment 1 - Budget Revision                                                                                                            | Transit Operations | Grant Modification                    | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Michelle R. Martinez | Reyna Mayorga       | 22411   |                      |               |       |
| <a href="#">View</a> | 2025-0566 | State of Texas, Department of Transportation(TxDOT)                           | P22 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant Agreement 5311-2022-EL PASO CO-00197 / Engineering & Design of Transit Facility / Yr 2024-2025 / Amendment 2 - Extend Grant Time Period                                                                     | Transit Operations | Grant Modification                    | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Steven Arellano      | Reyna Mayorga       | 22538   |                      |               |       |
| <a href="#">View</a> | 2025-0989 | State of Texas, Department of Transportation(TxDOT)                           | P23 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018010625 / TxDOT Project RPT 2501 (06) 076_25 / Grant Amendment / Motorbus Service / Yr 2025-2026 / Amendment 3 - Budget Revision                                    | Transit Operations | Grant Modification                    | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Vivian Arroyo        | Reyna Mayorga       | 22561   |                      |               |       |
| <a href="#">View</a> | 2025-0990 | State of Texas, Department of Transportation(TxDOT)                           | P26 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018010626 / TxDOT Project RPT 2601 (06) 083_25 / Grant Agreement / Commuter Bus Service / Yr 2025-2026 / Amendment 1 - Budget Revision                                | Transit Operations | Grant Modification                    | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Steven Arellano      | Reyna Mayorga       | 22562   |                      |               |       |
| <a href="#">View</a> | 2025-0916 | State of Texas, Texas Transportation Institute (Texas A & M)                  | Texas A&M Transportation Institute (TTI) / Advanced Multimodal Transportation Planning & Analysis / Task Order 1                                                                                                                                                                                          | Transit Operations | Contract Modification                 | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Steven Arellano      | Reyna Mayorga       | 22488   |                      |               |       |
| <a href="#">View</a> | 2025-0720 | State of Texas, Texas Transportation Institute (Texas A & M)                  | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 9 - El Paso County Best Practices Research, Technical Assistance, and Evaluation for Outsourcing Fixed Route and Demand Response Service / Amendment 2 - Update to Project Scope, Schedule & Extend Contract Period | Transit Operations | Contract Modification                 | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Michelle R. Martinez | Reyna Mayorga       | 22292   |                      |               |       |
| <a href="#">View</a> | 2025-0154 | IAN Holdings, LLC                                                             | Commuter Vanspool Program Services / Management, Operation and Marketing / Option 2 to Renew / Yr 2025-2026                                                                                                                                                                                               | Transit Operations | Contract Modification                 | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Diana Shearer        | Reyna Mayorga       | 21726   |                      |               |       |
| <a href="#">View</a> | 2025-0632 | State of New Mexico, Department of Transportation(NMDOT)                      | INDOT / EPATS, LLC / El Paso-LC Bus Service (NM Park & Ride) / Interlocal Agreement (LIA) 2025-2026                                                                                                                                                                                                       | Transit Operations | Contract Modification                 | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Steven Arellano      | Reyna Mayorga       | 22204   |                      |               |       |
| <a href="#">View</a> | 2025-0577 | State of Texas, Texas Transportation Institute (Texas A & M)                  | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 10 - Community Demand Response Service Planning / Amendment 1 - Extend Agreement Period                                                                                                                             | Transit Operations | Contract Modification                 | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Diana Shearer        | Reyna Mayorga       | 22149   |                      |               |       |
| <a href="#">View</a> | 2025-0352 | State of Texas, Texas Transportation Institute (Texas A & M)                  | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 9 - El Paso County Best Practices Research, Technical Assistance, and Evaluation for Outsourcing Fixed Route and Demand Response Service / Amendment 1 - Update to Project Scope, Schedule & Extend Contract Period | Transit Operations | Contract Modification                 | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Diana Shearer        | Reyna Mayorga       | 21924   |                      |               |       |
| <a href="#">View</a> | 2025-0484 | Camino Real Regional Mobility Authority (CRMA)                                | CRMA / Design of Passenger Bus Shelter Project / IIA / Engineering Design Services / Amendment 4 - PS Construction Budget Adjustment                                                                                                                                                                      | Transit Operations | Contract Modification                 | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Michelle R. Martinez | Reyna Mayorga       | 22056   |                      |               |       |
| <a href="#">View</a> | 2025-0305 | Camino Real Regional Mobility Authority (CRMA)                                | CRMA / Design of Passenger Bus Shelter Project / IIA / Engineering Design Services / Amendment 3 - PS Construction Phase                                                                                                                                                                                  | Transit Operations | Contract Modification                 | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Steven Arellano      | Reyna Mayorga       | 21877   |                      |               |       |
| <a href="#">View</a> | 2024-1042 | First Transit, Inc.                                                           | Rural Transit Fixed Route, ADA Paratransit, & DAR Program / Public Transportation Services Management Agreement / Amendment 8 - Month-to-Month Transit Services                                                                                                                                           | Transit Operations | Contract Modification                 | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Steven Arellano      | Reyna Mayorga       | 21516   |                      |               |       |
| <a href="#">View</a> | 2025-0992 | First Transit, Inc.                                                           | Rural Transit Fixed Route, ADA Paratransit, & DAR Program / Public Transportation Services Management Agreement / Yr 2025-2030 / Amendment 1 - Agreement Revisions                                                                                                                                        | Transit Operations | Contract Modification                 | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Diana Shearer        | John Andoh          | 22564   |                      |               |       |
| <a href="#">View</a> | 2025-1007 | El Paso Area Transportation Service Local Government Corporation (EPATS, LGC) | HR / Commissioner's Court / EPATS Employment Matters / Director Position / J. Andoh / Amendment 1 - Title Update & Relocation Reimbursement Provisions                                                                                                                                                    | Transit Operations | Contract Modification                 | Fully Executed/Amends Another Contract (See Links) | Commissioners Court | Active                  | Patricia Lopez       | John Andoh          | 22579   |                      |               |       |
| <a href="#">View</a> | 2025-0596 | State of Texas, Department of Transportation(TxDOT)                           | P26 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Application No ICB-2024-EL PASO CO-00024 / Yr 2025-2026                                                                                     | Transit Operations | Grant Application                     | Fully Executed/Live (Term)                         | Commissioners Court | Active                  | Steven Arellano      | Reyna Mayorga       | 22168   |                      |               |       |
| <a href="#">View</a> | 2025-0483 | State of Texas, Department of Transportation(TxDOT)                           | 2025 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Grant Application 5311-2025-EL PASO CO-00024 / Commuter Bus Service / Yr 2025-2026                                                                                                | Transit Operations | Grant Application                     | Fully Executed/Live (Term)                         | Commissioners Court | Active                  | Steven Arellano      | Reyna Mayorga       | 22055   |                      |               |       |
| <a href="#">View</a> | 2025-0521 | State of Texas, Department of Transportation(TxDOT)                           | P26 State Rural and State Urban / Grant Application No. STATE-R-2025-EL PASO CO-00057 / Yr 2025-2026                                                                                                                                                                                                      | Transit Operations | Grant Application                     | Fully Executed/Live (Term)                         | Commissioners Court | Active                  | Steven Arellano      | Reyna Mayorga       | 22093   |                      |               |       |
| <a href="#">View</a> | 2024-0882 | State of Texas, Department of Transportation(TxDOT)                           | P23 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Amendment No ICB-2024-EL PASO CO-00006 / Yr 2024-2025 / Amendment 1 - Additional Funding & Extend Grant Time Period                         | Transit Operations | Grant Award/Agreement                 | Fully Executed/Live (Term)                         | Commissioners Court | Other - See Dates/Notes | 10/28/2024 12:00 AM  | 12/31/2024 12:00 AM | Active  | Diana Shearer        | Reyna Mayorga | 21355 |
| <a href="#">View</a> | 2025-0694 | State of Texas, Department of Transportation(TxDOT)                           | Fleet / Rural Commuter Bus Service ADA Accessible, CNG Fuelled Cateway Bus / Rural Bus and Bus Facilities Program / Grant Award \$339-D-2024-EL PASO CO-00151 / Yr 2025                                                                                                                                   | Transit Operations | Grant Award/Agreement                 | Fully Executed/Live (Term)                         | Commissioners Court | Other - See Dates/Notes | 9/15/2025 12:00 AM   | 8/31/2026 12:00 AM  | Active  | Michelle R. Martinez | Reyna Mayorga | 22266 |
| <a href="#">View</a> | 2025-0057 | State of Texas, Department of Transportation(TxDOT)                           | \$339-D-2024-EL PASO CO-00151 / Yr 2025                                                                                                                                                                                                                                                                   | Transit Operations | Grant Award/Agreement                 | Fully Executed/Live (Term)                         | Commissioners Court | Other - See Dates/Notes | 2/3/2025 12:00 AM    | 5/31/2026 12:00 AM  | Active  | Diana Shearer        | Reyna Mayorga | 21629 |
| <a href="#">View</a> | 2025-0473 | State of Texas, Department of Transportation(TxDOT)                           | P25 Certifications and Assurances (Required of Applicants) / Federal Transit Administration Assistance Programs (FTA)                                                                                                                                                                                     | Transit Operations | Grant Award/Agreement                 | Fully Executed/Live (Term)                         | Commissioners Court | 1 Year                  | 6/23/2025 12:00 AM   | 6/30/2026 12:00 AM  | Active  | Steven Arellano      | Reyna Mayorga | 22045 |
| <a href="#">View</a> | 2025-0560 | State of Texas, Department of Transportation(TxDOT)                           | TxDOT Delegation of Signature Authority / Approval Form / Changes / 2025-2028                                                                                                                                                                                                                             | Transit Operations | Other                                 | Fully Executed/Live (Term)                         | Commissioners Court | 3 Years                 | 8/4/2025 12:00 AM    | 6/30/2028 12:00 AM  | Active  | Vivian Arroyo        | Reyna Mayorga | 22132 |
| <a href="#">View</a> | 2022-0287 | Genfare (SPX Corp)                                                            | Fleet / Fanbox Software Upgrade Agreement / Single Garage & Single Lane Data System / Yr 2022-2025                                                                                                                                                                                                        | Transit Operations | Software License/Installation/Support | Fully Executed/Live (Term)                         | Commissioners Court | 3 Years                 | 4/25/2022 12:00 AM   | 4/30/2025 12:00 AM  | Active  | Kevin McCary         | Reyna Mayorga | 18609 |
| <a href="#">View</a> | 2025-0790 | El Paso Area Transportation Service Local Government Corporation (EPATS, LGC) | P26 EPATS, LGC / IIA / Public Service Transit Agreement / Yr 2025-2026                                                                                                                                                                                                                                    | Transit Operations | Interlocal Agreement                  | Fully Executed/Live (Term)                         | Commissioners Court | 1 Year                  | 10/1/2025 12:00 AM   | 9/30/2026 12:00 AM  | Active  | Vivian Arroyo        | John Andoh    | 22362 |
| <a href="#">View</a> | 2025-0855 | El Paso Area Transportation Service Local Government Corporation (EPATS, LGC) | P26 EPATS, LGC / Transfer of Responsibility for Provision of Public Transportation Services / Federal & State Transit Funding / Resolution / Effective Sept 1, 2026                                                                                                                                       | Transit Operations | Interlocal Agreement                  | Fully Executed/Live (Term)                         | Commissioners Court | Other - See Dates/Notes | 9/1/2026 12:00 AM    | 9/30/2125 12:00 AM  | Active  | Michelle R. Martinez | John Andoh    | 22427 |
| <a href="#">View</a> | 2025-0598 | El Paso Area Transportation Service Local Government Corporation (EPATS, LGC) | P2025 EPATS, LGC / IIA / Public Service Transit Agreement / Yr 2024-2025                                                                                                                                                                                                                                  | Transit Operations | Interlocal Agreement                  | Fully Executed/Live (Term)                         | Commissioners Court | 1 Year                  | 8/4/2025 12:00 AM    | 9/30/2026 12:00 AM  | Active  | Vivian Arroyo        | John Andoh    | 22170 |
| <a href="#">View</a> | 2025-0260 | Barracuda Public Relations, LLC                                               | Barracuda PR / TTI- Task Order 10 - Community Demand Response / Public Outreach                                                                                                                                                                                                                           | Transit Operations | Services                              | Terminated/Rescinded                               | Commissioners Court | Other - See Dates/Notes | 3/24/2025 12:00 AM   | 8/31/2025 12:00 AM  | Expired | Steven Arellano      | Reyna Mayorga | 21832 |
| <a href="#">View</a> | 2025-0309 | State of Texas, Department of Transportation(TxDOT)                           | Fleet / Rural Commuter Bus Service - ADA Accessible / EV Cateway Buses / Rural Bus and Bus Facilities Program / YR24 Grant Award \$339-D-2022-EL PASO CO-00194 / Amendment 1 - Extend Grant Time Period                                                                                                   | Transit Operations | Grant Modification                    | Withdrawn/Not Executed                             | Commissioners Court | Expired                 | Diana Shearer        | Reyna Mayorga       | 21881   |                      |               |       |
| <a href="#">View</a> | 2025-0806 | Genfare (SPX Corp)                                                            | Fleet / Fanbox Software Upgrade Agreement / Single Garage & Single Lane Data System / Option 1 of 2 Yr 2025-26                                                                                                                                                                                            | Transit Operations | Contract Modification                 | Withdrawn/Not Executed                             | Commissioners Court | Expired                 | Michelle R. Martinez | John Andoh          | 22378   |                      |               |       |
| <a href="#">View</a> | 2025-1050 | El Paso Area Transportation Service Local Government Corporation (EPATS, LGC) | EPATS LGC / Bylaws / Governance & Structural Agreement                                                                                                                                                                                                                                                    | Transit Operations | Services                              | Withdrawn/Not Executed                             | Commissioners Court | Other - See Dates/Notes | 12/15/2025 12:00 AM  | 12/31/2050 12:00 AM | Expired | Erica Rosales        | John Andoh    | 22622 |

| Contract Search Results - 2/5/2026 12:15:43 AM UTC |                                                                                                                                                                                                                                                                                                    |                        |                       |                                                    |              |                                                          |                 |                       |              |
|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-----------------------|----------------------------------------------------|--------------|----------------------------------------------------------|-----------------|-----------------------|--------------|
| Column1                                            | Subject Matter                                                                                                                                                                                                                                                                                     | Department             | TypeName              | StatusName                                         | Contract No. | VendorName                                               | Contract Amount | Total Contract Amount | Mod Amount   |
| <a href="#">View</a>                               | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / Yr 2022                                                                                                                                                                                                                                  | Planning & Development | Interlocal Agreement  | Fully Executed/Amended (See History)               | 2022-0573    | State of New Mexico, Department of Transportation(NMDOT) | 0               | \$47,152 monthly      |              |
|                                                    | Rural Area Federal Program / 2021 Federal Transit Administration (FTA) / Federal 5311 Formula Grant / Commuter Bus Service / Master Agreement No MGA-2017-2021-EL PASO CO-057 / Project ID 51018010621 / Tx Project No RPT 2101 (06) 046_20 / Yr 2020-2021                                         | Planning & Development | Grant Award/Agreement | Fully Executed/Amended (See History)               | 2020-0988    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | COVID 19 / 5311 CARES Act II Funding / Rural Public Transportation Grant Application / Yr 2021-2022                                                                                                                                                                                                | Planning & Development | Grant Application     | Fully Executed/Amended (See History)               | 2021-0065    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | Public Transportation Master Grant Agreement (MGA) No. 2021-2026 - El Paso Co-030 / Yr 2021-2026                                                                                                                                                                                                   | Planning & Development | Grant Award/Agreement | Fully Executed/Amended (See History)               | 2021-0379    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | FY22 State Rural and State Urban / Grant Application / Yr 2021-2022                                                                                                                                                                                                                                | Planning & Development | Grant Application     | Fully Executed/Amended (See History)               | 2021-0457    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
|                                                    | 2022 Rural Discretionary Grant / Design & Construction of New Transit Facility / Grant Application No. RD-2022-EL PASO CO-00030 / Yr 2022-2024                                                                                                                                                     | Planning & Development | Grant Application     | Fully Executed/Amended (See History)               | 2022-0846    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | FY23 / State Rural and State Urban / MGA-2022-2026-EL PASO CO-030 / Project ID 51218012423 / TxDOT Project RUR 2301(24) / Grant Agreement / Yr 2022-2023                                                                                                                                           | Planning & Development | Grant Award/Agreement | Fully Executed/Amended (See History)               | 2022-0551    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
|                                                    | FY23 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Award No ICB-2022-EL PASO CO-00006 / Yr 2022-2023                                                                                   | Planning & Development | Grant Award/Agreement | Fully Executed/Amended (See History)               | 2022-0686    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | 5339 Formula Grant / Bus and Bus Facilities / FY23 Grant Award No. 5339-R-2022- EL PASO CO-00015 / Yr 2022-2024                                                                                                                                                                                    | Planning & Development | Grant Award/Agreement | Fully Executed/Amended (See History)               | 2022-0753    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
|                                                    | Congestion Mitigation and Air Quality (CMAQ) Project /Advanced Funding Agreement (AFA) / Regional Start-up Assistance / FY23 Grant No. CSI 0924-06-613                                                                                                                                             | Planning & Development | Grant Award/Agreement | Fully Executed/Amended (See History)               | 2022-0086    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | FY24 State Rural and State Urban / Grant Application / Yr 2023-2024                                                                                                                                                                                                                                | Planning & Development | Grant Application     | Fully Executed/Amended (See History)               | 2023-0522    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
|                                                    | 2023 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Application 5311-2023-EL PASO CO-00083 / Commuter Bus Service / Yr 2023-2024                                                                                                                        | Planning & Development | Grant Application     | Fully Executed/Amended (See History)               | 2023-0523    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | 2023 Rural Discretionary Grant / Design & Construction of New Transit Facility / Grant Application No. RD-2022-EL PASO CO-00035 / Yr 2023-2024                                                                                                                                                     | Planning & Development | Grant Application     | Fully Executed/Amended (See History)               | 2023-0768    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
|                                                    | 2023 Rural Discretionary Grant / Design & Construction of New Transit Facility / Grant Application No. RD-2022-EL PASO CO-00034 / Yr 2023-2024                                                                                                                                                     | Planning & Development | Grant Application     | Fully Executed/Amended (See History)               | 2023-0771    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | Fleet / Rural Commuter Bus Service - ADA Accessible / EV Cutaway Buses/ Rural Bus and Bus Facilities Program / YR24 Grant Application 5339-O-2022-EL PASO CO-00184                                                                                                                                 | Planning & Development | Grant Application     | Fully Executed/Amended (See History)               | 2023-0926    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
|                                                    | FY24 Planning Assistance Grant / Analyses for Demand Response Services / Grant Application No. PLN-2024-EL PASO CO-00015 / Yr 2024-2026                                                                                                                                                            | Planning & Development | Grant Application     | Fully Executed/Amended (See History)               | 2023-1037    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | FY22 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Application 5311-2023-EL PASO CO-00197 / Engineering & Design of Transit Facility / Yr 2024-2025                                                                                                    | Planning & Development | Grant Application     | Fully Executed/Amended (See History)               | 2024-0024    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
|                                                    | Commuter Vanpool Program Services / Management, Operation and Marketing / Yr 2021-2023                                                                                                                                                                                                             | Planning & Development | Services              | Fully Executed/Amended (See History)               | 2020-1036    | EAN Holdings, LLC                                        | 0               |                       | 0            |
| <a href="#">View</a>                               | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / Option 1 to Renew Yr 2024                                                                                                                                                                                                                | Planning & Development | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2023-0555    | State of New Mexico, Department of Transportation(NMDOT) | 0               |                       | 0            |
| <a href="#">View</a>                               | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / Option 2 to Renew Yr 2025                                                                                                                                                                                                                | Planning & Development | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2024-0681    | State of New Mexico, Department of Transportation(NMDOT) | 0               |                       | 0            |
|                                                    | State Rural and State Urban / MGA-2017-2021-EL PASO CO-057 / Project ID 51218012424 / TxDot Project RUR 2101 (24) / Grant Agreement / Yr 2020-2021                                                                                                                                                 | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2020-0989    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | State Rural and State Urban / MGA-2017-2021-EL PASO CO-057 / Project ID 51218012424 / TxDot Project RUR 2101 (24) / Grant Agreement / Yr 2020-2021                                                                                                                                                 | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2021-0113    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
|                                                    | El Paso County Vanpool Project / Local Transportation Project Non-construction Advance Funding Agreement for a Congestion Mitigation and Air Quality Program (LPAPA) / CSI 0924-06-556 / Yr 2021-2023 / Amendment 1 - Extended to 2023                                                             | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2021-0137    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | State Rural and State Urban / MGA-2017-2021-EL PASO CO-057 / Project ID 51218012424 / TxDot Project RUR 2101 (24) / Grant Agreement / Yr 2020-2021                                                                                                                                                 | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2021-0245    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
|                                                    | Time Period                                                                                                                                                                                                                                                                                        |                        |                       |                                                    |              |                                                          |                 |                       |              |
|                                                    | Rural Area Federal Program / 2021 Federal Transit Administration (FTA) / Federal 5311 Formula Grant / Commuter Bus Service / Master Agreement No MGA-2017-2021-EL PASO CO-057 / Project ID 51018010621 / Tx Project No RPT 2101 (06) 046_20 / Yr 2020-2021 / Amendment 1 - Transfer Funds          | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2021-0949    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | FY 22 / State Rural and State Urban / MGA-2021-2026-EL PASO CO-030 / Project ID 51218012422 / TxDOT Project RUR 2201 (24) / Grant Agreement / Yr 2021-2022                                                                                                                                         | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2021-0589    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
|                                                    | Rural Area Federal Program / 2021 Federal Transit Administration (FTA) / Federal 5311 Formula Grant / Commuter Bus Service / Master Agreement No MGA-2017-2021-EL PASO CO-057 / Project ID 51018010621 / Tx Project No RPT 2101 (06) 046_20 / Yr 2020-2021 / Amendment 4 - Project Budget Revision | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2023-0155    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
| <a href="#">View</a>                               | FY23 / State Rural and State Urban / MGA-2022-2026-EL PASO CO-030 / Project ID 51218012423 / TxDOT Project RUR 2301(24) / Grant Agreement / Amendment 1 - Addition of Residual Funds                                                                                                               | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2023-0186    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       | \$932,278.00 |
|                                                    | FY23 FTA / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018000623 / TxDOT Project RPT 2301 (06) 051_22 / Grant Agreement / Commuter Bus Service / Yr 22-23 / Amendment 1 - Add Funds and Project Budget Revision                                       | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2023-0229    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       | \$257,771.00 |
| <a href="#">View</a>                               | Congestion Mitigation and Air Quality (CMAQ) Project /Advanced Funding Agreement (AFA) / Regional Start-up Assistance / FY21 Grant No. CSI 0924-06-615 / Amendment 1 - Extend Grant Time Period                                                                                                    | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2023-0230    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       |              |
|                                                    | FY23 Planning Assistance Grant / MGA-2022-2026-EL PASO CO-030 / Project ID 51030604023 / TxDOT Project PAN 2301(06) 040_22 / Grant Agreement / Yr 22-23 / Amendment 1 - Extend Grant Time Period                                                                                                   | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2023-0253    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       | \$0.00       |
| <a href="#">View</a>                               | FY23 / State Rural and State Urban / MGA-2022-2026-EL PASO CO-030 / Project ID 51218012423 / TxDOT Project RUR 2301(24) / Grant Agreement / Amendment 2 - Revise Project Budget                                                                                                                    | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2023-0289    | State of Texas, Department of Transportation(TxDOT)      | 0               |                       | \$0.00       |

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|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-----------------------|----------------------------------------------------|-----------|-----------------------------------------------------|---|
| <a href="#">View</a> | PY23 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Award No ICB-2022-EL PASO CO-00006 / Yr 2022-2023 / Amendment 1 - Extend Grant Time Period                                           | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2023-0570 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | PY24 / State Rural and State Urban / MGA-2022-2026-EL PASO CO-030 / Project ID 51218010624 / TxDOT Project RUR 2401 (06) / Grant Agreement / Yr 2023-2024                                                                                                                                           | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2023-0636 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | Congestion Mitigation and Air Quality (CMAQ) Project /Advanced Funding Agreement (AFA) / Regional Start-up Assistance / FY23 Grant No. CSI 0924-06-613 / Amendment 1 - Additional Funding                                                                                                           | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2023-0693 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | PY23 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Award No ICB-2022-EL PASO CO-00006 / Yr 2022-2023 / Amendment 2 - Add FY24 Funding                                                   | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2023-0696 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / FY22 Grant Award / 5339-R-2020-EL PASO CO-00254 / Amendment 1 - Compensation Language Adjustment                                                                                                                                                      | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2022-0778 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 2022 Rural Discretionary Grant / Design of New Transit Facility / Grant Award No. RD-2022-EL PASO CO-00030 / Yr 2022-2023                                                                                                                                                                           | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2022-0945 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | FY22 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Award 5311-2021-EL PASO CO-00006 / Commuter Bus Service / Yr 2021-2022 / Amendment 2 - Project Budget Revision & Extend Grant Time Period                                                            | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2022-1098 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | Rural Area Federal Program / 2023 Federal Transit Administration (FTA) / Federal 5311 Formula Grant / Commuter Bus Service / Master Agreement No MGA-2017-2021-EL PASO CO-057 / Project ID 51018010621 / Tx Project No RPT 2101 (06) 045_20 / Yr 2020-2021 / Amendment 3 - Project Budget Revision  | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2022-1099 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | PY23 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018040623 / TxDOT Project RPT 2301 (06) 051_22 / Grant Agreement / Commuter Bus Service / Yr 2022-2023                                                         | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2022-0578 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | FY23 Planning Assistance Grant / MGA-2022-2026-EL PASO CO-030 / Project ID 51008040623 / TxDOT Project PLN 2301(06) 040_22 / Grant Agreement / Yr 2022-2023                                                                                                                                         | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2022-0579 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | FY 22 / State Rural and State Urban / MGA-2021-2026-EL PASO CO-030 / Project ID 51218012422 / TxDOT Project RUR 2301 (24) / Grant Agreement / Yr 2021-2022 / Amendment 1 - Extend Grant Time Period                                                                                                 | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2022-0523 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | State Rural and State Urban / MGA-2017-2021-EL PASO CO-057 / Project ID 51218012424 / TxDOT Project RUR 2101 (24) / Grant Agreement / Yr 2020-2021 / Amendment 3 - Extend Grant Time Period                                                                                                         | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2022-0488 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / FY22 Grant Award / 5339-R-2020-EL PASO CO-00254                                                                                                                                                                                                       | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2022-0679 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 2022 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Award 5311-2021-EL PASO CO-00006 / Commuter Bus Service / Yr 2021-2022 / Amendment 1 - Extend Grant Time Period                                                                                      | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2022-0709 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 2023 Rural Discretionary Grant / Design of New Transit Facility / Grant Award No. RD-2022-EL PASO CO-00008 / Yr 2023-2024                                                                                                                                                                           | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2022-0710 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | Rural Area Federal Program / 2023 Federal Transit Administration (FTA) / Federal 5311 Formula Grant / Commuter Bus Service / Master Agreement No MGA-2017-2021-EL PASO CO-057 / Project ID 51018010621 / Tx Project No RPT 2101 (06) 045_20 / Yr 2020-2021 / Amendment 2 - Extend Grant Time Period | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2022-0742 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | FY25 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Award No ICB-2024-EL PASO CO-00006 / Yr 2024-2025                                                                                    | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2024-0735 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | FY25 Planning Assistance Grant / MGA-2022-2026-EL PASO CO-030 / Project ID 51008020625 / TxDOT Project PLN 2502 (06) 060_23 / Grant Agreement / Yr 2024-2025                                                                                                                                        | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2024-0660 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | FY25 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018010625 / TxDOT Project RPT 2501 (06) 076_25 / Grant Agreement / Commuter Bus Service / Yr 2024-2025                                                         | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2024-0661 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | FY25 / State Rural and State Urban / MGA-2022-2026-EL PASO CO-030 / Project ID 51218010625 / TxDOT Project RUR 2501 (06) / Grant Agreement / Yr 2024-2025                                                                                                                                           | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2024-0665 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | FY22 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant Agreement 5311-2022-EL PASO CO-00197 / Engineering & Design of Transit Facility / Yr 2024-2025 / Amendment 1 - Extend Grant Time Period                                                              | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2024-0607 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / FY21 Grant Award / 5339-R-2020-EL PASO CO-00298                                                                                                                                                                                                       | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2024-0560 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 2024 Rural Discretionary Grant / Design & Construction of New Transit Facility / Grant Award No. RD-2022-EL PASO CO-00034 / Yr 2023-2024 / Amendment 1 - Extend Grant Time Period                                                                                                                   | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2024-0620 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | Fleet / Rural Commuter Bus Service and ADA Paratransit Service, ADA Accessible Cutaway Buses and Vans / Rural Bus and Bus Facilities Program / MGA-2022-2026-EL PASO CO-030 / PROJECT ID 51003010625 / Grant Award 5339-R-2024-EL PASO CO-00022 / Yr 2024-2026                                      | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2024-0789 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | FY24 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018010624 / TxDOT Project RPT 2401 (06) 108_23 / Grant Agreement / Commuter Bus Service / Yr 2023-2024                                                         | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2023-0720 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / FY22 Grant Award / 5339-R-2020-EL PASO CO-00254 / Amendment 2 - Extend Grant Time Period                                                                                                                                                              | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2023-0397 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | Rural Area Federal Program / 2024 Federal Transit Administration (FTA) / Federal 5311 Formula Grant / Commuter Bus Service / Master Agreement No MGA-2022-2026-EL PASO CO-030 / Project ID 51018030624 / Tx Project No RPT 2401 (06) 045_20 / Yr 2023-2024                                          | Planning & Development | Grant Award/Agreement | Fully Executed/Amends Another Contract (See Links) | 2023-0769 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | Rural Area Federal Program / FY24 Federal Transit Administration (FTA) / Federal 5311 Formula Grant / Commuter Bus Service / Master Agreement No MGA-2022-2026-EL PASO CO-030 / Project ID 51018030624 / Tx Project No RPT 2401 (06) 045_20 / Yr 23-24 / Amendment 1 - Project Budget Revision      | Planning & Development | Grant Modification    | Fully Executed/Amends Another Contract (See Links) | 2023-0910 | State of Texas, Department of Transportation(TxDOT) | 0 |

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| <a href="#">View</a> | FY23 FTA / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018040623 / TxDOT Project RPT 2301 (06) 051_22 / Grant Agreement / Commuter Bus Service / Yr 22-23 / Amendment 2 - Project Budget Revision & Extend Grant Time Period                               | Planning & Development | Grant Modification          | Fully Executed/Amends Another Contract (See Links) | 2023-0976 | State of Texas, Department of Transportation(TxDOT)          | 0                               |
| <a href="#">View</a> | 2024 Rural Discretionary Grant / Design & Construction of New Transit Facility / Grant Award No. RD-2022-EL PASO CO-00034 / Yr 2023-2024                                                                                                                                                                | Planning & Development | Grant Award/Agreement       | Fully Executed/Amends Another Contract (See Links) | 2023-0995 | State of Texas, Department of Transportation(TxDOT)          | 0                               |
| <a href="#">View</a> | 2024 Rural Discretionary Grant / Design & Construction of New Transit Facility / Grant Award No. RD-2022-EL PASO CO-00035 / Yr 2023-2024 Fleet / Rural Commuter Bus Service - ADA Accessible / EV Cutoffway Buses/ Rural Bus and Bus Facilities Program / YR24 Grant Award 5339-D-2022-EL PASO CO-00194 | Planning & Development | Grant Award/Agreement       | Fully Executed/Amends Another Contract (See Links) | 2023-0996 | State of Texas, Department of Transportation(TxDOT)          | 0                               |
| <a href="#">View</a> | FY23 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant Award 5311-2022-EL PASO CO-00188 / Passenger Shelters Construction / Yr 2024-2025                                                                                                                        | Planning & Development | Grant Application           | Fully Executed/Amends Another Contract (See Links) | 2024-0045 | State of Texas, Department of Transportation(TxDOT)          | 0                               |
| <a href="#">View</a> | FY23 FTA / Federal 5311 / Rural Public Transportation / MGA-2022-2026-EL PASO CO-030 / Project ID 51018040623 / TxDOT Project RPT 2301 (06) 051_22 / Grant Agreement / Commuter Bus Service / Yr 22-23 / Amendment 3 - Project Budget Revision & Extend Grant Time Period                               | Planning & Development | Grant Modification          | Fully Executed/Amends Another Contract (See Links) | 2024-0375 | State of Texas, Department of Transportation(TxDOT)          | 0                               |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / FY23 Grant Award No. 5339-R-2022- EL PASO CO-00015 / Yr 2022-2024 / Amendment 1 - Extend Grant Time Period                                                                                                                                                | Planning & Development | Grant Modification          | Fully Executed/Amends Another Contract (See Links) | 2024-0380 | State of Texas, Department of Transportation(TxDOT)          | 0                               |
| <a href="#">View</a> | FY22 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant Agreement 5311-2022-EL PASO CO-00197 / Engineering & Design of Transit Facility / Yr 2024-2025                                                                                                           | Planning & Development | Grant Award/Agreement       | Fully Executed/Amends Another Contract (See Links) | 2024-0174 | State of Texas, Department of Transportation(TxDOT)          | 0                               |
| <a href="#">View</a> | FY22 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Award 5311-2021-EL PASO CO-00006 / Commuter Bus Service / Yr 2021-2022 / Amendment 3 - Extend Grant Time Period                                                                                          | Planning & Development | Grant Modification          | Fully Executed/Amends Another Contract (See Links) | 2024-0218 | State of Texas, Department of Transportation(TxDOT)          | 0                               |
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 9 - El Paso County Best Practices Research, Technical Assistance, and Evaluation for Outsourcing Fixed Route and Demand Response Service                                                                          | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2023-0955 | State of Texas, Texas Transportation Institute (Texas A & M) | 0                               |
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 10 - Community Demand Response Service Planning                                                                                                                                                                   | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2024-0748 | State of Texas, Texas Transportation Institute (Texas A & M) | 0                               |
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 6 - Technical Assistance Conducting Transit Planning Analyses for Various Projects for El Paso County Rural Transit System / Amendment 1- Extend Contract Time Period                                             | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2024-0724 | State of Texas, Texas Transportation Institute (Texas A & M) | 0                               |
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 4 - EPCo Financial Planning Technical Assistance & Training                                                                                                                                                       | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2022-0243 | State of Texas, Texas Transportation Institute (Texas A & M) | \$41,000.00                     |
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 2 - El Paso County Urban and Rural Reporting Financial Analysis                                                                                                                                                   | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2022-0087 | State of Texas, Texas Transportation Institute (Texas A & M) | \$37,426.00                     |
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 4 - EPCo Financial Planning Technical Assistance & Training / Amendment 1 - Additional SOW & Funds                                                                                                                | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2022-1025 | State of Texas, Texas Transportation Institute (Texas A & M) | + \$6,500.00                    |
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 5 - Implementation Plan for El Paso County Rural Transit System                                                                                                                                                   | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2022-0850 | State of Texas, Texas Transportation Institute (Texas A & M) | \$248,000.00                    |
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 6 - Technical Assistance Conducting Transit Planning Analyses for Various Projects for El Paso County Rural Transit System                                                                                        | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2023-0252 | State of Texas, Texas Transportation Institute (Texas A & M) | 0                               |
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 3 - "2022 Updated Version of the Emissions Measuring & Reporting Tool for Route 50 - Mission Trail"                                                                                                               | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2022-0016 | State of Texas, Texas Transportation Institute (Texas A & M) | \$22,295.00                     |
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 1 - "2021 Updated Version of the Emissions Measuring & Reporting Tool for Route 50 - Mission Trail"                                                                                                               | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2020-0969 | State of Texas, Texas Transportation Institute (Texas A & M) | \$20,482.00                     |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 2 -Section C "Hourly Rates" Compensation and Billing"                                                                                                                                         | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2022-0242 | First Transit, Inc.                                          | 72.29 per revenue vehicle hour. |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 3 - Option to Renew & Hourly Rates                                                                                                                                                            | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2022-1062 | First Transit, Inc.                                          | 0                               |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 4 - Hourly Rates                                                                                                                                                                              | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2023-0287 | First Transit, Inc.                                          | 0                               |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 7 - Interim ADA Paratransit Services                                                                                                                                                          | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2024-0442 | First Transit, Inc.                                          | \$900,347.20                    |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 5 - Operation Rates                                                                                                                                                                           | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2023-0569 | First Transit, Inc.                                          | 0                               |
| <a href="#">View</a> | Commuter Vanpool Program Services / Management, Operation and Marketing / Option 1 to Renew / Yr 2024-2025                                                                                                                                                                                              | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2023-0861 | EAN Holdings, LLC                                            | 0                               |
| <a href="#">View</a> | Sun Metro Rural Transit Service / Route 84 / IIA / Amendment 1- Extension Request                                                                                                                                                                                                                       | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2024-0383 | City - El Paso, Mass Transit Dept. (Sun Metro)               | 0                               |
| <a href="#">View</a> | Sun Metro / CNG Fuel Agreement / Amendment 1 -Add 5081 Fred Wilson an remove 400 W San Antonio                                                                                                                                                                                                          | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2020-0898 | City - El Paso, Mass Transit Dept. (Sun Metro)               | 0                               |
| <a href="#">View</a> | Sun Metro Partnership / Helping Obtain Prosperity for Everyone (HOPE) Program / Grant Application by Sun Metro / County's Grant Funding Match Resolution                                                                                                                                                | Planning & Development | Contract Modification       | Fully Executed/Amends Another Contract (See Links) | 2022-0563 | City - El Paso, Mass Transit Dept. (Sun Metro)               | 0                               |
| <a href="#">View</a> | Horizon City MOU / Transit Improvements                                                                                                                                                                                                                                                                 | Planning & Development | Memorandum of Understanding | Fully Executed/Live (Term)                         | 2021-0778 | City- Horizon City                                           | 0                               |
| <a href="#">View</a> | CRNMA / Miscellaneous Easements / No. ME20230049 and NO. ME20230050                                                                                                                                                                                                                                     | Planning & Development | Real Estate                 | Fully Executed/Live (Term)                         | 2023-0141 | State of Texas, Commissioner of the General Land Office      | \$1,145,879.00                  |
| <a href="#">View</a> | 2020 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Application 5311-2020-EL PASO CO-00031 / Commuter Bus Service / Yr 2020-2021                                                                                                                             | Planning & Development | Grant Application           | Fully Executed/Live (Term)                         | 2020-0144 | State of Texas, Department of Transportation(TxDOT)          | 0                               |
| <a href="#">View</a> | 2019 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Re-Application 5311-2019-EL PASO CO-00154 / Passenger Shelter Project / Yr 2020                                                                                                                          | Planning & Development | Grant Application           | Fully Executed/Live (Term)                         | 2020-0702 | State of Texas, Department of Transportation(TxDOT)          | 0                               |
| <a href="#">View</a> | El Paso County Mission Circulator Project (El Paso County Yuleta, Socorro, San Elitiano, Circulator Routes) / Local Transportation Project / Non-Construction Advanced Funding Agreement for Congestion Mitigation and Air Quality Program (AFA) / CSI No. 0924-06-555 / Yr 2020-2022                   | Planning & Development | Grant Award/Agreement       | Fully Executed/Live (Term)                         | 2020-0914 | State of Texas, Department of Transportation(TxDOT)          | 0                               |

|                      |                                                                                                                                                                                                                                       |                        |                       |                                          |           |                                                                                          |             |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-----------------------|------------------------------------------|-----------|------------------------------------------------------------------------------------------|-------------|
|                      | Congestion Mitigation and Air Quality (CMAQ) Project /Advanced Funding Agreement (AFA) / Regional Start-up Assistance / FY21 Grant No. CSI 0924-06-615                                                                                |                        |                       |                                          |           |                                                                                          |             |
| <a href="#">View</a> | 2021 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Award 5311-2021-EL PASO CO-00006 /                                                                                                     | Planning & Development | Grant Award/Agreement | Fully Executed/Live (Term)               | 2021-0213 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Commuter Bus Service / Yr 2021-2022                                                                                                                                                                                                   | Planning & Development | Grant Award/Agreement | Fully Executed/Live (Term)               | 2021-0698 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
|                      | FY22 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant-Application No ICB-2022-EL PASO CO-00006 / Yr 2022-2024                | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2022-0030 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | 2021 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Application 5311-2021-EL PASO CO-00006 /                                                                                               | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2021-0437 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Commuter Bus Service / Yr 2021-2022                                                                                                                                                                                                   | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2023-0384 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Fleet / Rural Commuter Bus Service ADA Accessible, CNG Fueled Cutaway Bus / Rural Bus and Bus Facilities Program / MGA-2022-2026-EL PASO CO-030 / PROJECT ID 51003F20623 / Grant Award 5339-D-2022-EL PASO CO-00040 / Yr 2023-2025    | Planning & Development | Grant Award/Agreement | Fully Executed/Live (Term)               | 2023-0637 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | FY21 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Application 5311-2020-EL PASO CO-00294 /                                                                                               | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2023-0122 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Commuter Bus Service / Yr 2023-2025                                                                                                                                                                                                   | Planning & Development | Grant Award/Agreement | Fully Executed/Live (Term)               | 2022-0442 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | FY23 Certifications and Assurances (Required of Applicants) / Federal Transit Administration Assistance Programs (FTA)                                                                                                                | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2022-0645 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | FY23 State Rural and State Urban / Grant Application / Yr 2022-2023                                                                                                                                                                   | Planning & Development | Other                 | Fully Executed/Live (Term)               | 2022-0754 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | TxDOT Delegation of Signature Authority / Approval Form / Changes Multiple-Use Agreement(MUA) / Construction, Maintenance, and Operations / Passenger Shelters on TxDOT ROW                                                           | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2022-0043 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | 2022 Rural Discretionary Grant / Design & Construction of New Transit Facility / Grant Application No. RD-2022-EL PASO CO-00008 / Yr 2022-2024                                                                                        | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2022-0051 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | FY22 Planning Assistance Grant / Implementation Plan for Transit Services / Grant Application No. PLN-2022-EL PASO CO-00010 / Yr 2022-2024                                                                                            | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2022-0085 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Congestion Mitigation and Air Quality (CMAQ) Project /Advanced Funding Agreement (AFA) / Regional Start-up Assistance / FY22 Grant No. CSI 0924-06-612                                                                                | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2022-0378 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / FY22 Grant Application / 5339-R-2020-EL PASO CO-00254                                                                                                                                   | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2022-0379 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Fleet / Rural Commuter Bus Service ADA Accessible, CNG Fueled Cutaway Bus / Rural Bus and Bus Facilities Program / Grant Application 5339-D-2022-EL PASO CO-00040 / Yr 2022                                                           | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2022-0337 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / FY22 Grant Application No. 5339-R-2022- EL PASO CO-00015                                                                                                                                | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2022-0408 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | 2022 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Application 5311-2022-EL PASO CO-00076 /                                                                                               | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2024-0637 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Commuter Bus Service / Yr 2022-2023                                                                                                                                                                                                   | Planning & Development | Other                 | Fully Executed/Live (Term)               | 2023-0473 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Fleet / Rural Commuter Bus Service ADA Accessible, CNG Fueled Cutaway Bus / Rural Bus and Bus Facilities Program / Grant Application 5339-D-2024-EL PASO CO-00151 / Yr 2024                                                           | Planning & Development | Grant Award/Agreement | Fully Executed/Live (Term)               | 2023-0839 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | TxDOT Delegation of Signature Authority / Approval Form / Changes / 2023                                                                                                                                                              | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2023-0964 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | 2023 Transit Title VI / Federal (FTA) Compliance and Procedure / Grant Resolution                                                                                                                                                     | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2023-1034 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | 2024 Service Expansion Program (SEP) Grant / Grant Application No. SEP-2024-EL PASO CO-00014 / Yr 2024-2025                                                                                                                           | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2024-0001 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | FY24 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Application No ICB-2024-EL PASO CO-00006 / Yr 2024-2026                | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2024-0337 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | 2024 Rural Discretionary Grant / Design & Construction of New Transit Facility / Grant Application No. RD-2024-EL PASO CO-00019 / Yr 2024-2026                                                                                        | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2024-0234 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Fleet / Rural Commuter Bus Service and ADA Paratransit Service ADA Accessible, Cutaway Buses and Vans / Rural Bus and Bus Facilities Program / Grant Application 5339-R-2024-EL PASO CO-00022 / Yr 2024                               | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2024-0404 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | FY24 Certifications and Assurances (Required of Applicants) / Federal Transit Administration Assistance Programs (FTA)                                                                                                                | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2024-0438 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | 2024 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Application 5311-2024-EL PASO CO-00051 /                                                                                               | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2024-0481 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Commuter Bus Service / Yr 2024-2025                                                                                                                                                                                                   | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2024-0376 | Oscar Pina El Paso Area Transportation Service Local Government Corporation (EPATS, LGC) | 1           |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / FY21 Grant Application / 5339-R-2020-EL PASO CO-00298                                                                                                                                   | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2023-0274 | El Paso Area Transportation Service Local Government Corporation (EPATS, LGC)            | \$96,523.00 |
| <a href="#">View</a> | FY25 State Rural and State Urban / Grant Application / Yr 2024-2025                                                                                                                                                                   | Planning & Development | Grant Application     | Fully Executed/Live (Term)               | 2023-0957 | El Paso Area Transportation Service Local Government Corporation (EPATS, LGC)            | 169300      |
| <a href="#">View</a> | Sun Metro, El Paso Area Transportation(EPAT), Local Government Corporation(LGC) / ADA Paratransit Service / ILA                                                                                                                       | Planning & Development | Contract Modification | Fully Executed/Option to Renew Exercised | 2023-0994 | First Transit, Inc.                                                                      | 0           |
| <a href="#">View</a> | General Transit Feed Specification (GTFS) / Google Transit Agreement                                                                                                                                                                  | Planning & Development | Services              | Fully Executed/Live (Term)               | 2023-0395 | Google LLC                                                                               | 0           |
| <a href="#">View</a> | Sun Metro / ROW & Facilities License Agreement / Yr 2024                                                                                                                                                                              | Planning & Development | License               | Fully Executed/Live (Term)               | 2024-0171 | City - El Paso, Mass Transit Dept. (Sun Metro)                                           | 0           |
| <a href="#">View</a> | Sun Metro / ROW & Facilities License Agreement                                                                                                                                                                                        | Planning & Development | License               | Fully Executed/Live (Term)               | 2022-1074 | City - El Paso, Mass Transit Dept. (Sun Metro)                                           | \$12,500.00 |
| <a href="#">View</a> | Homestead Meadows / Passenger Shelter Project / Easement Agreement / YR 2022-2052                                                                                                                                                     | Planning & Development | Real Estate           | Fully Executed/Live (Term)               | 2022-0376 | Oscar Pina El Paso Area Transportation Service Local Government Corporation (EPATS, LGC) | 1           |
| <a href="#">View</a> | FY2023 EPATS_LGC / ILA / Public Service Transit Agreement / Yr 2022-2023                                                                                                                                                              | Planning & Development | Interlocal Agreement  | Fully Executed/Live (Term)               | 2023-0274 | El Paso Area Transportation Service Local Government Corporation (EPATS, LGC)            | \$96,523.00 |
| <a href="#">View</a> | FY 2024 EPATS_LGC / ILA / Public Service Transit Agreement / Yr 2023-2024                                                                                                                                                             | Planning & Development | Interlocal Agreement  | Fully Executed/Live (Term)               | 2023-0957 | El Paso Area Transportation Service Local Government Corporation (EPATS, LGC)            | 169300      |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 6 - Option to Renew                                                                                                         | Planning & Development | Contract Modification | Fully Executed/Option to Renew Exercised | 2023-0994 | First Transit, Inc.                                                                      | 0           |
| <a href="#">View</a> | 2021 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / MGA 2020-EL PASO CO-0007 / Project id 510180130621 /                         | Planning & Development | Grant Award/Agreement | Expired/Amended (See History)            | 2020-0797 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Project Grant Grant Agreement (PGA) / Yr 2020-2022                                                                                                                                                                                    | Planning & Development | Grant Modification    | Expired/Amended (See History)            | 2020-0697 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Intercity Bus (ICB) TxDOT / El Paso-Anthony-Las Cruces Bus Service / MGA-2027-2021-EL PASO CO-057 / Project ID 51018012420 / TxDOT Project ICB 2021(240209-19 / Grant Agreement / - Amendment 1 -                                     | Planning & Development | Grant Modification    | Expired/Amended (See History)            | 2020-0697 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Extend from Sept 1 thru Dec 31, 2020                                                                                                                                                                                                  | Planning & Development | Grant Modification    | Expired/Amended (See History)            | 2020-0697 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |
| <a href="#">View</a> | Fleet / Rural Commuter Bus Service ADA Accessible, CNG Fueled Cutaway Bus / Rural Bus and Bus Facilities Program / MGA No 2017-2021-EL PASO CO-057 / Project ID 51003F20621 / Grant Award 5339-D-2020-EL PASO CO-00010 / Yr 2020-2022 | Planning & Development | Grant Award/Agreement | Expired/Amended (See History)            | 2020-0703 | State of Texas, Department of Transportation(TxDOT)                                      | 0           |

|                      |                                                                                                                                                                                                                                                  |                        |                             |                               |           |                                                     |   |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-----------------------------|-------------------------------|-----------|-----------------------------------------------------|---|
| <a href="#">View</a> | COVID 19 / 5311 Rollover + Additional CARES Act Funding / InterCity Bus (ICB) / MGA 2017-2021-EL PASO CO-057 / Grant Application / Yr 2020-2021                                                                                                  | Planning & Development | Grant Application           | Expired/Amended (See History) | 2020-0954 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | COVID 19 / 5311 Rollover + Additional CARES Act Funding / InterCity Bus (ICB) / MGA 2017-2021-EL PASO CO-057 / Tx Project ICB-2102 (06) 072_2 / PGA 51018080621 / Grant Award / Yr 2020-2021                                                     | Planning & Development | Grant Award/Agreement       | Expired/Amended (See History) | 2020-1027 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / Project Grant Agreement / MGA No 2017-2021-EL PASO CO-057 / Project ID 51003012420 / Yr 2020-2021 / Amendment 1 – Transfer Funds                                                                   | Planning & Development | Grant Modification          | Expired/Amended (See History) | 2021-0041 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | COVID 19 / 5311 Rollover + Additional CARES Act Funding / InterCity Bus (ICB) / MGA 2017-2021-EL PASO CO-057 / Tx Project ICB-2102 (06) 072_2 / MGA 51018080621 / Grant Award / Yr 2020-2021 / Amendment 1 – Extend Grant to 8/31/21             | Planning & Development | Grant Modification          | Expired/Amended (See History) | 2021-0282 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | ARP Act / Federal Section 5311 Funding / InterCity Bus (ICB) / Rural Public Transportation / Grant Agreement No ICB-2021-EL PASO CO-00037 / Yr 2021-2022                                                                                         | Planning & Development | Grant Award/Agreement       | Expired/Amended (See History) | 2021-0817 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | ARP Act / Federal Section 5311 Funding / Rural Public Transportation / Grant Agreement No 5311-2021-EL PASO CO-00052 / Yr 2021-2022                                                                                                              | Planning & Development | Grant Award/Agreement       | Expired/Amended (See History) | 2021-0879 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / Project Grant Agreement / MGA No 2017-2021-EL PASO CO-057 / Project ID 51003012420 / Yr 2020-2021 / Amendment 2 – Extend Grant Time Period                                                         | Planning & Development | Grant Modification          | Expired/Amended (See History) | 2021-0926 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | ARP Act / Federal Section 5311 Funding / Rural Public Transportation / Grant Application No 5311-2021-EL PASO CO-00052 / Yr 2021-2022                                                                                                            | Planning & Development | Grant Application           | Expired/Amended (See History) | 2021-0524 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | ARP Act / Federal Section 5311 Funding / InterCity Bus (ICB) / Rural Public Transportation / Grant Application No ICB-2021-EL PASO CO-00037 / Yr 2021-2022                                                                                       | Planning & Development | Grant Application           | Expired/Amended (See History) | 2021-0558 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | COVID 19 / 5311 Rollover + Additional CARES Act Funding / InterCity Bus (ICB) / MGA 2017-2021-EL PASO CO-057 / Tx Project ICB-2102 (06) 072_2 / MGA 51018080621 / Grant Award / Yr 2020-2021 / Amendment 2 – Extend Grant to 4/30/22             | Planning & Development | Grant Modification          | Expired/Amended (See History) | 2021-0584 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | CRMA / Procurement and Installation of Bus Shelters / Amendment 1 - Add funds                                                                                                                                                                    | Planning & Development | Contract Modification       | Expired/Amended (See History) | 2021-0083 | Camino Real Regional Mobility Authority (CRRMA)     | 0 |
| <a href="#">View</a> | CRMA / Procurement and Installation of Bus Shelters / Amendment 2 - Add (CE&I) Services                                                                                                                                                          | Planning & Development | Contract Modification       | Expired/Amended (See History) | 2021-0532 | Camino Real Regional Mobility Authority (CRRMA)     | 0 |
| <a href="#">View</a> | CRMA / Procurement and Installation of Bus Shelters / Amendment 3 - 5 Additional Passenger Shelters                                                                                                                                              | Planning & Development | Contract Modification       | Expired/Amended (See History) | 2021-0627 | Camino Real Regional Mobility Authority (CRRMA)     | 0 |
| <a href="#">View</a> | Bus Facilities / Rural Commuter Bus Service ADA Accessible, CNG Fueled Cutaway Bus / Rural Bus and Bus Facilities Program / MGA No 2017-2021-EL PASO CO-057 / Project ID No 5100308621 / Grant Award 5339-D-2020-EL PASO CO-00042 / Yr 2020-2022 | Planning & Development | Grant Award/Agreement       | Expired/No Longer Active      | 2020-0701 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 2021 Certification and Assurances (Required of Applicants) / Federal Transit Administration Assistance Programs (FTA)                                                                                                                            | Planning & Development | Grant Award/Agreement       | Expired/No Longer Active      | 2021-0110 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | COVID 19 / 5311 CARES Act II Funding / Rural Public Transportation Project Grant Agreement / Yr 2021-2022                                                                                                                                        | Planning & Development | Grant Award/Agreement       | Expired/No Longer Active      | 2021-0139 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | COVID 19 / 5311 CARES Act II Funding / Rural Public Transportation Project Grant Agreement / Yr 2021-2022 / Amendment 1 - Add Residual Funds                                                                                                     | Planning & Development | Grant Modification          | Expired/No Longer Active      | 2021-0340 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | COVID 19 / 5311 CARES Act II Funding / Rural Public Transportation Project Grant Agreement / Yr 2021-2022 / Amendment 2 - Transfer Funds & Extend Grant Time Period                                                                              | Planning & Development | Grant Modification          | Expired/No Longer Active      | 2022-1049 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 2022 Certifications and Assurances (Required of Applicants) / Federal Transit Administration Assistance Programs (FTA)                                                                                                                           | Planning & Development | Grant Award/Agreement       | Expired/No Longer Active      | 2022-0185 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | CRMA / Design of Passenger Bus Shelter Project / ILA / Engineering Design Services                                                                                                                                                               | Planning & Development | Interlocal Agreement        | Expired/No Longer Active      | 2021-0047 | Camino Real Regional Mobility Authority (CRRMA)     | 0 |
| <a href="#">View</a> | (TxDOT) MOU / Transportation's Federally - Approved Disadvantaged Business Program / Form 2395                                                                                                                                                   | Planning & Development | Memorandum of Understanding | Withdrawn/Not Executed        | 2021-0831 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 2023 Rural Discretionary Grant / Design of New Transit Facility / Grant Award No. RD-2022-EL PASO CO-00008 / Yr 2023-2024 / Amendment 1 - Extend Grant Time Period                                                                               | Planning & Development | Grant Modification          | Withdrawn/Not Executed        | 2023-0694 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | 2022 Rural Discretionary Grant / Design of New Transit Facility / Grant Award No. RD-2022-EL PASO CO-00030 / Yr 2022-2023 / Amendment 1 - Extend Grant Time Period                                                                               | Planning & Development | Grant Modification          | Withdrawn/Not Executed        | 2023-0695 | State of Texas, Department of Transportation(TxDOT) | 0 |
| <a href="#">View</a> | Clint / Rural Transit Bus System Cost Sharing Interlocal / Amendment 1 - Termination of Agreement                                                                                                                                                | Planning & Development | Contract Modification       | Withdrawn/Not Executed        | 2024-0519 | City- Town of Clint                                 | 0 |
| <a href="#">View</a> | El Paso County Transit / El Paso Transportation Authority (ETA) Services / RFP for Transit Services (Fixed Route, ADA Paratransit and Dial-a-Ride) / ILA / Procurement Oversight                                                                 | Planning & Development | Interlocal Agreement        | Withdrawn/Not Executed        | 2024-0443 | Camino Real Regional Mobility Authority (CRRMA)     | 0 |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / (CARES Act) First Supplement                                                                                                                     | Planning & Development | Contract Modification       | Withdrawn/Not Executed        | 2021-0221 | First Transit, Inc.                                 | 0 |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 2 Compensation & Billing                                                                                                               | Planning & Development | Contract Modification       | Withdrawn/Not Executed        | 2022-0464 | First Transit, Inc.                                 | 0 |

| Contract Search Results - 2/5/2026 12:16:14 AM UTC |                                                                                                                                                                                                                                                                                                       |              |                       |                                                    |              |                                                                      |                 |                            |                    |
|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------------|----------------------------------------------------|--------------|----------------------------------------------------------------------|-----------------|----------------------------|--------------------|
| Column1                                            | Subject Matter                                                                                                                                                                                                                                                                                        | Department   | TypeName              | StatusName                                         | Contract No. | VendorName                                                           | Contract Amount | Total Contract Amount      | Mod Amount         |
| <a href="#">View</a>                               | 2020 State Rural and State Urban / Grant Application / Yr 2020-2021                                                                                                                                                                                                                                   | Public Works | Grant Application     | Fully Executed/Amended (See History)               | 2020-0526    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            |                    |
| <a href="#">View</a>                               | El Paso County Vanspool Project / Local Transportation Project Non-construction Advance Funding Agreement for a Congestion Mitigation and Air Quality Program (LPAFA) / CSI 0924-06-556 / Yr 2020-2021                                                                                                | Public Works | Grant Award/Agreement | Fully Executed/Amended (See History)               | 2019-0982    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            |                    |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Master Interlocal / Yr 2020 - 2025                                                                                                                                                                                         | Public Works | Interlocal Agreement  | Fully Executed/Amended (See History)               | 2020-0413    | State of Texas, Department of Transportation Institute (Texas A & M) | 0               | Variable                   |                    |
| <a href="#">View</a>                               | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 1- Section 1 "Term" and Section 3 "Compensation and Billing"                                                                                                                                | Public Works | Contract Modification | Fully Executed/Amended (See History)               | 2020-0247    | First Transit, Inc.                                                  | 0               |                            |                    |
| <a href="#">View</a>                               | Commuter Vanpool Program Services                                                                                                                                                                                                                                                                     | Public Works | Services              | Fully Executed/Amended (See History)               | 2015-0103    | EAN Holdings, LLC                                                    | 0               | 0                          |                    |
| <a href="#">View</a>                               | Sun Metro / CNG Fueling Agreement                                                                                                                                                                                                                                                                     | Public Works | Services              | Fully Executed/Amended (See History)               | 2018-0819    | City - El Paso, Mass Transit Dept. (Sun Metro)                       | 0               | Cost + .10 per gallon      |                    |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 8- Updating El Paso County Transi CMAQ Reporting Tool for Route 50                                                                                                                                              | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2018-0821    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            | 17557              |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 11- CMAQ Analysis for Rural Transit Improvements                                                                                                                                                                | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2020-0114    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            | \$19,842.00        |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 12- "2020 Updated Version of the Emissions Measuring & Reporting Tool for Route 50 - Mission Trail                                                                                                              | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2020-0116    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            |                    |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 9- Bus Shelter Locations                                                                                                                                                                                        | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2019-0303    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            | \$79,379.00        |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 10- Bus Stop Locations and Route Configurations                                                                                                                                                                 | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2019-0336    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            |                    |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Amendment 1- Section III. Payment for Services" by removing the monetary total compensation cap to continue the use of available funding for Transportation Task Orders                                                    | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2020-0183    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            |                    |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order No. 4- Route 50 Mission Trail                                                                                                                                                                                   | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2017-0186    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            | Task cost \$15,949 |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Proposal No. 1700922 / Task Order No. 3 -Fixed-Route Transit System                                                                                                                                                        | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2016-0508    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               | up to \$395,000 for Task 3 |                    |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 6- CMAQ Analysis for Vanpool Program                                                                                                                                                                            | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2017-0314    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            | \$8,690 Task 6     |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order No. 5 -development of a Fare Optimization Methodology for the Rural Transit in El Paso County                                                                                                                   | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2017-0274    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            | \$30,935 Task 5    |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order No. 3 / Amendment 1- revises Period of Performance                                                                                                                                                              | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2017-0390    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            |                    |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Task Order 7- CMAQ Analysis Route 84                                                                                                                                                                                       | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2017-0868    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            |                    |
| <a href="#">View</a>                               | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Proposal No. 1700922 / Task Order No. 3- Amendment 2 - Change Performance End Date. Add Additional Scope of Work                                                                                                           | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2018-0014    | State of Texas, Texas Transportation Institute (Texas A & M)         | 0               |                            | \$32,000 increase  |
| <a href="#">View</a>                               | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 4-Allow First Transit (Contracted) to access fuel provided by Sun Metro                                                                                                                     | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2019-0385    | First Transit, Inc.                                                  | 0               |                            |                    |
| <a href="#">View</a>                               | Commuter Vanpool Program Services/ 2nd Option to Renew / Yr 2019-2020                                                                                                                                                                                                                                 | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2019-0126    | EAN Holdings, LLC                                                    | 0               |                            |                    |
| <a href="#">View</a>                               | Commuter Vanpool Program Services/ 1st Option to Renew / Yr 2018-2019                                                                                                                                                                                                                                 | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2018-0209    | EAN Holdings, LLC                                                    | 0               |                            |                    |
| <a href="#">View</a>                               | Commuter Vanpool Program Services / Extension 1 - December 31, 2020                                                                                                                                                                                                                                   | Public Works | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2020-0267    | EAN Holdings, LLC                                                    | 0               |                            | \$0.00             |
| <a href="#">View</a>                               | TxDOT Delegation of Signature Authority / Approval Form / Change from Vignit to Sanmango                                                                                                                                                                                                              | Public Works | Other                 | Fully Executed/Complete (One-Time)                 | 2019-0107    | State of Texas, Department of Transportation(TxDOT)                  | 0               | 0                          |                    |
| <a href="#">View</a>                               | El Paso County Vanspool Project / Local Transportation Project Non-construction Advance Funding Agreement for a Congestion Mitigation and Air Quality Program (LPAFA) / CSI No. 0924-06-558 and Resolution / Yr 2017-2018                                                                             | Public Works | Grant Award/Agreement | Fully Executed/Live (Term)                         | 2017-0499    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            | 0                  |
| <a href="#">View</a>                               | 2017 Title VI Compliance and Procedure / County Transit                                                                                                                                                                                                                                               | Public Works | Grant Award/Agreement | Fully Executed/Live (Term)                         | 2017-0328    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            | 0                  |
| <a href="#">View</a>                               | COVID 19 / 5311 CARES Act Funding / InnerCity Bus (ICB) Grant Application / Yr 2020                                                                                                                                                                                                                   | Public Works | Grant Application     | Fully Executed/Live (Term)                         | 2020-0402    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            |                    |
| <a href="#">View</a>                               | 2020 Transit Title VI / Federal (FTA) Compliance and Procedure / Grant Resolution                                                                                                                                                                                                                     | Public Works | Grant Award/Agreement | Fully Executed/Live (Term)                         | 2020-0935    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            |                    |
| <a href="#">View</a>                               | County Transit Rural Passenger Shelters / Grant Application No. RD-2020-EL PASO CO-00013 / Yr 2021-2022                                                                                                                                                                                               | Public Works | Grant Application     | Fully Executed/Live (Term)                         | 2020-0096    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            |                    |
| <a href="#">View</a>                               | CRMA / Accurate Park / SunCycle Bike Share Program / Interlocal License Agreement / Yr 2023-2028                                                                                                                                                                                                      | Public Works | Interlocal Agreement  | Fully Executed/Live (Term)                         | 2023-0842    | Camino Real Regional Mobility Authority (CRMA)                       | 0               | 6000                       |                    |
| <a href="#">View</a>                               | Sun Metro Partnership / Helping Obtain Prosperity for Everyone (HOPE) Program / Grant Application by Sun Metro / County's Grant Funding Match / Letter of Commitment                                                                                                                                  | Public Works | Other                 | Fully Executed/Live (Term)                         | 2020-0437    | City - El Paso, Mass Transit Dept. (Sun Metro)                       | 0               |                            | \$24,000.00        |
| <a href="#">View</a>                               | 2018 State Rural / Project Grant Agreement / MGA No. 2017-2021-EL PASO CO-057 / PGA ND: 5128012438 / Yr 2017-2018                                                                                                                                                                                     | Public Works | Grant Award/Agreement | Expired/Amended (See History)                      | 2017-0598    | State of Texas, Department of Transportation(TxDOT)                  | 0               | 0                          |                    |
| <a href="#">View</a>                               | 2017 Rural Area Federal Formula Program / Project Grant Agreement (PGA) Section 5311 / Commuter Bus Service / Grant-Agreement / MGA 2017-2021-El Paso CO-057 / Project No. RPT 1701 (24) 032 17 / Amendment 1- Additional Funds                                                                       | Public Works | Grant Modification    | Expired/Amended (See History)                      | 2017-0657    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            | + \$864,967.00     |
| <a href="#">View</a>                               | El Paso County Mission Circulator Project (El Paso County Ysleta, Socorro, San Eliairio Circulator Route) / Local Transportation Project / Non-Construction Advance Funding Agreement for a Congestion Mitigation and Air Quality Program (LPAFA) / CSI No. 0924-06-555 and Resolution / Yr 2017-2018 | Public Works | Grant Award/Agreement | Expired/Amended (See History)                      | 2017-0498    | State of Texas, Department of Transportation(TxDOT)                  | 0               | 0                          |                    |
| <a href="#">View</a>                               | 2018 State Rural / Grant Application No. STATE-R-2017-El Paso Co-00049 / Yr 2017-2018                                                                                                                                                                                                                 | Public Works | Grant Application     | Expired/Amended (See History)                      | 2017-0392    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            |                    |
| <a href="#">View</a>                               | 2017 Rural Area Federal Formula Program / Project Grant Agreement (PGA) Section 5311 / Commuter Bus Service / Grant-Agreement / MGA 2017-2021-El Paso CO-057 / Project No. RPT 1701 (24) 032 17 / Yr 2017-2018                                                                                        | Public Works | Grant Award/Agreement | Expired/Amended (See History)                      | 2017-0381    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            | \$291,795.00       |
| <a href="#">View</a>                               | Rural Area Federal Formula Program / Project Grant Agreement (PGA) Section 5311 / Master Grant Agreement No. 512XXF7050 / Project No. RPT 160124013 and Addendum MGA-2017-2021-EL PASO CO-057 / Amendment 2- Increase                                                                                 | Public Works | Grant Modification    | Expired/Amended (See History)                      | 2017-0329    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            | 63275              |
| <a href="#">View</a>                               | Rural Area Federal Formula Program / Project Grant Agreement (PGA) Section 5311 / Master Grant Agreement No. 512XXF7050 / Project No. RPT 160124013 and Addendum MGA-2017-2021-EL PASO CO-057 / Amendment 1 -Correction- Budget                                                                       | Public Works | Grant Modification    | Expired/Amended (See History)                      | 2017-0059    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            |                    |
| <a href="#">View</a>                               | Interchity Bus Program / Project Grant Agreement / Project No. ICB 1701 (24) 39 / MGA No. 2017-2021-El Paso CO-057 / Project ID No. 51118012417 / Yr 2017                                                                                                                                             | Public Works | Grant Award/Agreement | Expired/Amended (See History)                      | 2016-0609    | State of Texas, Department of Transportation(TxDOT)                  | 0               | \$420,180.00               |                    |
| <a href="#">View</a>                               | 2020 State Rural Public Transportation / Commuter Bus Service / Grant Award No. MGA-2017-2021-EL PASO CP-057 / Project ID 5123802420 / Amendment 2- Transfer Funds                                                                                                                                    | Public Works | Contract Modification | Expired/Amended (See History)                      | 2020-0501    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            | \$17,000.00        |
| <a href="#">View</a>                               | COVID 19 / 5311 CARES Act Funding / InnerCity Bus (ICB) / MGA 2017-2021-EL PASO CO-057 / Project ID 51018030620 / Grant Award / Yr 2020                                                                                                                                                               | Public Works | Grant Award/Agreement | Expired/Amended (See History)                      | 2020-0525    | State of Texas, Department of Transportation(TxDOT)                  | 0               |                            |                    |

|                      |                                                                                                                                                                                                                                                                                                    |              |                       |                               |           |                                                     |                                    |
|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------------|-------------------------------|-----------|-----------------------------------------------------|------------------------------------|
|                      | Rural Bus and Bus Facilities Program / Rural Area Federal Formula Program / Rural Commuter Bus Service ADA Accessible, CNG Fueled Cutaway Bus / 5339 Discretionary Grant Agreement / Master Grant Agreement MGA-2017-2021-EL PASO CO-057 / TxDOT Project DIS 190124) 018_19 / Amendment 1 - Extend |              |                       |                               |           |                                                     |                                    |
| <a href="#">View</a> | 2018 Section 5339 Formula Grant II / Rural Commuter Bus Service / Master Agmt No MGA-2017-2021-EL PASO CO-057 / Project ID 51003022420 / Grant Award / Yr 2020                                                                                                                                     | Public Works | Grant Modification    | Expired/Amended (See History) | 2020-0600 | State of Texas, Department of Transportation(TxDOT) | \$0.00                             |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / Project Grant Agreement / MGA- No 2017-2021-EL PASO CO-0057 / Project ID 51003012420 / Yr 2020-2021                                                                                                                                                  | Public Works | Grant Award/Agreement | Expired/Amended (See History) | 2020-0638 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | COVID 19 / 5311 CARES Act Funding / Rural Public Transportation / Project Grant Agreement / MGA No 2017-02021-EL PASO CO-057 / Project ID: 51018010620 / Project C# 2009 0801072 20 / Yr 2020                                                                                                      | Public Works | Grant Award/Agreement | Expired/Amended (See History) | 2020-0461 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2018 Section 5339 Formula Grant II / Rural Commuter Bus Service / Grant Application                                                                                                                                                                                                                | Public Works | Grant Application     | Expired/Amended (See History) | 2020-0462 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2020 Certification and Assurances / Federal Transit Administration Assistance Programs (FTA) / Certifications and Assurances Required of Applicant / Amendment 1 - Page 26                                                                                                                         | Public Works | Grant Application     | Expired/Amended (See History) | 2020-0463 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | COVID 19 / 5311 CARES Act Funding / Rural Public Transportation Grant Application / Yr 2020-2021                                                                                                                                                                                                   | Public Works | Grant Modification    | Expired/Amended (See History) | 2020-0305 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 5339 Formula Grant / Bus and Bus Facilities / Grant Application No 5339-R-2020-EL PASO CO-0001 / Yr 2020                                                                                                                                                                                           | Public Works | Grant Application     | Expired/Amended (See History) | 2020-0379 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2020 Certification and Assurances / Federal Transit Administration Assistance Programs (FTA) / Certifications and Assurances Required of Applicant                                                                                                                                                 | Public Works | Grant Application     | Expired/Amended (See History) | 2020-0244 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2020 State Rural Public Transportation / Commuter Bus Service / Grant Award No. MGA-2017-2021-EL PASO CP-057 / Project ID 51218012400 / Amendment 1 - Funds                                                                                                                                        | Public Works | Grant Award/Agreement | Expired/Amended (See History) | 2020-0246 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | Rural Commuter Bus Service / 5339 Formula / Texas Project BRF 1901 (24) 45 / Master Grant Agreement MGA-2017-2021-El Paso Co-057 / Grant Award Project ID 51003012419 / Amendment 1 - Extension May 31, 2020                                                                                       | Public Works | Grant Modification    | Expired/Amended (See History) | 2020-0171 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2019 Rural Area Federal Formula Program / Project Grant Agreement (PGA) Section 5311 / Grant Agreement / Master Grant Agreement MGA-2017-2021-EL PASO CO-057 / TxDOT Project RPT 1902 (24) 39_19 / Commuter Bus Service                                                                            | Public Works | Grant Modification    | Expired/Amended (See History) | 2019-0377 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | Rural Bus and Bus Facilities Program / Rural Area Federal Formula Program / Rural Commuter Bus Service ADA Accessible, CNG Fueled Cutaway Bus / 5339 Discretionary Grant Agreement / Master Grant Agreement MGA-2017-2021-EL PASO CO-057 / TxDOT Project DIS 190124) 018_19 / Yr 2019-2020         | Public Works | Grant Award/Agreement | Expired/Amended (See History) | 2019-0301 | State of Texas, Department of Transportation(TxDOT) | 0 \$651,780.00 w State Match       |
| <a href="#">View</a> | El Paso County Mission Circulator Route / Local Transportation Project / Non-Construction Advance Funding Agreement for a Congestion Mitigation and Air Quality Program (LPAFA) / CJI No. 0924-06-555 / Amendment 1 - Extend to October 31, 2020                                                   | Public Works | Grant Award/Agreement | Expired/Amended (See History) | 2019-0307 | State of Texas, Department of Transportation(TxDOT) | 0 \$168,000.00                     |
| <a href="#">View</a> | 2020 State Rural Public Transportation / Commuter Bus Service / Grant Application / Yr 2020                                                                                                                                                                                                        | Public Works | Contract Modification | Expired/Amended (See History) | 2019-0483 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2017 Rural Area Federal Formula Program / Project Grant Agreement (PGA) Section 5311 / Commuter Bus Service / Grant Agreement / MGA-2017-2021-El Paso CO-057 / Project No. RPT 1701 (24) 032 17 / Amendment 3 - Transfer of Funds from Capital to Operations                                       | Public Works | Grant Application     | Expired/Amended (See History) | 2019-0413 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2019 State Rural Public Transportation / Commuter Bus Service / Project Grant Agreement / MGA-2017-2021-El Paso CO-057 / TxDOT Project RJR 1901(24) / Project ID 51218012419 / Amendment 1 - Budget                                                                                                | Public Works | Grant Modification    | Expired/Amended (See History) | 2019-0060 | State of Texas, Department of Transportation(TxDOT) | 0 \$37,534 line-item transfer only |
| <a href="#">View</a> | 2019 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Application 5311-2019-EL PASO CO-00044 / Commuter Bus Service / Yr 2019                                                                                                                             | Public Works | Grant Modification    | Expired/Amended (See History) | 2019-0124 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2018 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Award / MGA -2017-2021-El Paso CO-057 / RPT 1801(24030-18 / Amendment 2 - Extend Grant Period through May 18, 2020                                                                                  | Public Works | Grant Application     | Expired/Amended (See History) | 2019-0143 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | Intercity Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Application - Yr 2019-2020                                                                                                                                                                                                    | Public Works | Contract Modification | Expired/Amended (See History) | 2019-0296 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | Intercity Bus (ICB) T4007 / El Paso-Anthony-Las Cruces Bus Service / MGA-2017-2021-EL PASO CO-057 / Project ID 51018013420 / TxDOT Project ICB 2001(24)039-19 / Grant Award / Yr 2019-2020                                                                                                         | Public Works | Grant Application     | Expired/Amended (See History) | 2019-0591 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2019 Rural Discretionary Grant / ADA Compliant Passenger Shelters and Sidewalks / Routes 10-50 / Grant Award / MGA-2017-2021-El Paso CO-057 / Project No. PJN 1901 (24) 079-16/ Amendment 1 - Extension to February 28, 2020                                                                       | Public Works | Grant Award/Agreement | Expired/Amended (See History) | 2019-0602 | State of Texas, Department of Transportation(TxDOT) | 0 \$504,291.00                     |
| <a href="#">View</a> | 2020 State Rural Public Transportation / Commuter Bus Service / Grant Award No. MGA-2017-2021-EL PASO CP-057 / Project ID 51218012420 / Yr 2019-2020                                                                                                                                               | Public Works | Grant Modification    | Expired/Amended (See History) | 2019-0534 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2019 Rural Area Federal Formula Program / Project Grant Agreement (PGA) Section 5311 / Master Grant MGA-2017-2021-EL PASO CO-057 / TxDOT Project RPT 1902 (24) 39_19 / Commuter Bus Service / Amendment 1 - Add'l Funding                                                                          | Public Works | Grant Award/Agreement | Expired/Amended (See History) | 2019-0523 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2020 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant-Application No. ICB-2020-EL PASO CO-0007 / Yr 2020-2022                                                                             | Public Works | Grant Modification    | Expired/Amended (See History) | 2019-0741 | State of Texas, Department of Transportation(TxDOT) | 0 \$2,044,420.00                   |
| <a href="#">View</a> | Fleet / Rural Commuter Bus Service ADA Accessible, CNG Fueled Cutaway Bus / Rural Bus and Bus Facilities Program / Grant Application 5339-D-2020-EL PASO CO-00010 / Yr 2020                                                                                                                        | Public Works | Grant Application     | Expired/Amended (See History) | 2020-0067 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2019 State Rural Public Transportation / Commuter Bus Service / Grant Application / Yr 2018                                                                                                                                                                                                        | Public Works | Grant Application     | Expired/Amended (See History) | 2020-0145 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | Rural Commuter Bus Service / 5339 Formula Grant Application / Yr 2018                                                                                                                                                                                                                              | Public Works | Grant Application     | Expired/Amended (See History) | 2018-0362 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2018 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Award / MGA -2017-2021-El Paso CO-057 / RPT 1801(24030-18 / Yr 2018                                                                                                                                 | Public Works | Grant Application     | Expired/Amended (See History) | 2018-0396 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2017 Rural Area Federal Formula Program / Project Grant Agreement (PGA) Section 5311 / Commuter Bus Service / Grant Agreement / MGA-2017-2021-El Paso CO-057 / Project No. RPT 1701 (24) 032 17 / Amendment 2 - Transportation Development Credit (TDC) Amount and Extend 03/31/2019               | Public Works | Grant Award/Agreement | Expired/Amended (See History) | 2018-0259 | State of Texas, Department of Transportation(TxDOT) | 0 \$309,543.00                     |
| <a href="#">View</a> | 2018 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant-Application No. 5311-2018-El Paso CO-00008 / Yr 2018-2019                                                                           | Public Works | Grant Modification    | Expired/Amended (See History) | 2018-0133 | State of Texas, Department of Transportation(TxDOT) | 0 additional \$32,000              |
| <a href="#">View</a> | 2019 Fleet Replacement (FTA) / Rural Discretionary Grant / Grant-Application / Yr 2019                                                                                                                                                                                                             | Public Works | Grant Application     | Expired/Amended (See History) | 2018-0106 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | 2019 Rural Discretionary Grant / ADA Compliant Passenger Shelters and Sidewalks / Routes 10-50 / Grant Application                                                                                                                                                                                 | Public Works | Grant Application     | Expired/Amended (See History) | 2018-0044 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | Intercity Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Application No. ICB-2018-El Paso Co-0001                                                                                                                                                                                      | Public Works | Grant Application     | Expired/Amended (See History) | 2018-0052 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> | Intercity Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Master Grant Agreement No. MGA-2017-20021-El Paso Co-57/ Texas Project No. ICB 1901 (24030-18 / Grant Award Project ID 51018012419                                                                                                  | Public Works | Grant Application     | Expired/Amended (See History) | 2018-0064 | State of Texas, Department of Transportation(TxDOT) | 0                                  |
| <a href="#">View</a> |                                                                                                                                                                                                                                                                                                    | Public Works | Grant Award/Agreement | Expired/Amended (See History) | 2018-0554 | State of Texas, Department of Transportation(TxDOT) | 0                                  |

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| <a href="#">View</a> | 2018 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Grant-Award / MGA-2017-2021-El Paso CO-057 / RPT 180124000-18 / Amendment 1- Vehicle Mile Awards                                                  | Public Works | Grant Modification                    | Expired/Amended (See History) | 2018-0562 | State of Texas, Department of Transportation(TxDOT)      | 0 | + \$1,274,352.00           |
| <a href="#">View</a> | Rural Commuter Bus Service / 5339 Formula / Texas Project BBF 1901 (24) 45 / Master Grant Agreement MGA-2017-2021-El Paso CO-057 / Grant Award- Project ID 51038012419 / Yr 2018-2019                                                      | Public Works | Grant Award/Agreement                 | Expired/Amended (See History) | 2018-0570 | State of Texas, Department of Transportation(TxDOT)      | 0 | \$555,702.00               |
| <a href="#">View</a> | 2019 State Rural Public Transportation / Commuter Bus Service / Project Grant Agreement / MGA-2017-2021-El Paso CO-057 / TxDOT Project RUR 1901(24) / Project ID 51218012419 / Yr 2019                                                     | Public Works | Grant Award/Agreement                 | Expired/Amended (See History) | 2018-0479 | State of Texas, Department of Transportation(TxDOT)      | 0 | 0                          |
| <a href="#">View</a> | 2019 Rural Discretionary Grant / ADA Compliant Passenger Shelters and Sidewalks / Routes 10-50 / Grant Award / MGA-2017-2021-El Paso CO-057 / Project No. PLN 1901 (24) 073-16 / Yr 2018 - 2019                                            | Public Works | Grant Award/Agreement                 | Expired/Amended (See History) | 2018-0493 | State of Texas, Department of Transportation(TxDOT)      | 0 | \$80,000.00                |
| <a href="#">View</a> | 2019 Fleet Replacement / Federal Transit Administration (FTA) / Rural Area Federal Formula Program / Grant-Award / MGA-2017-2021-El Paso CO-057 / TxDOT Project FR 1901(24)051_18 / Project ID No. 51019012419 / Yr 2019                   | Public Works | Grant Award/Agreement                 | Expired/Amended (See History) | 2018-0699 | State of Texas, Department of Transportation(TxDOT)      | 0 | \$620,000.00               |
| <a href="#">View</a> | Rural Bus and Bus Facilities Program / Rural Area Federal Formula Program / Rural Commuter Bus Service ADA Accessible, CNG Fueled Cutaway Bus / 5339 Discretionary eGrant Application / Yr 2018                                            | Public Works | Grant Application                     | Expired/Amended (See History) | 2018-0818 | State of Texas, Department of Transportation(TxDOT)      | 0 |                            |
| <a href="#">View</a> | CRMA / Procurement and Installation of Bus Shelters                                                                                                                                                                                        | Public Works | Interlocal Agreement                  | Expired/Amended (See History) | 2019-0962 | Camino Real Regional Mobility Authority (CRMA)           | 0 | Not to Exceed \$332,920.00 |
| <a href="#">View</a> | Transportation Services Agreement / Management of the Rural Transit Fixed Route Commuter Bus Program / Amendment 2 -1st Option Renew and Section 3.1                                                                                       | Public Works | Contract Modification                 | Expired/Amended (See History) | 2017-0500 | First Transit, Inc.                                      | 0 |                            |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 4 -Extend - Month to Month                                                                                                       | Public Works | Contract Modification                 | Expired/Amended (See History) | 2019-0544 | First Transit, Inc.                                      | 0 | 0                          |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Addendum 1 -Drug and Alcohol Policy Addendum                                                                                               | Public Works | Contract Modification                 | Expired/Amended (See History) | 2017-0944 | First Transit, Inc.                                      | 0 |                            |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 3 - 2nd Option Renew and Amend Section 3                                                                                         | Public Works | Contract Modification                 | Expired/Amended (See History) | 2018-0353 | First Transit, Inc.                                      | 0 |                            |
| <a href="#">View</a> | Sun Metro / City & County Service / Bus System Transfer Intercity Bus Program / Project Grant Agreement / Project No. ICB 1701 (24) 39 / MGA No. 2017-2021-El Paso CO-057 / Project ID No. 51118012417 / Amendment 1 - Yr 2017-2018        | Public Works | Interlocal Agreement                  | Expired/No Longer Active      | 2002-0228 | City- El Paso, Mass Transit Department Board             | 0 |                            |
| <a href="#">View</a> | Far West Texas / Fiscal Year 2017 / Project Grant Agreement / TxDOT Project No. REG 1701 (24) 23 / Project ID No. 51808012417 / Master Grant Agreement No. MGA-2017-2021-El Paso CO-057 / Amendment 1 -Extend - Mar 31, 2017               | Public Works | Grant Modification                    | Expired/No Longer Active      | 2017-0502 | State of Texas, Department of Transportation(TxDOT)      | 0 | 420180                     |
| <a href="#">View</a> | 2017 Certification and Assurances / Federal Transit Administration Assistance Programs (FTA)                                                                                                                                               | Public Works | Grant Modification                    | Expired/No Longer Active      | 2017-0111 | State of Texas, Department of Transportation(TxDOT)      | 0 |                            |
| <a href="#">View</a> | Local Transportation Project (LPFA) / Non-Construction Advance Funding Agreement / El Paso County Transit Feasibility Study (Congestion Mitigation Air Quality Flexible Project On and Off System) /Grant No. CSI 0924-06-527 Yr 2016-2018 | Public Works | Grant Award/Agreement                 | Expired/No Longer Active      | 2017-0189 | State of Texas, Department of Transportation(TxDOT)      | 0 | 0                          |
| <a href="#">View</a> | 2019 Certification and Assurances / Federal Transit Administration Assistance Programs (FTA)(Certifications and Assurances Required of Applicant                                                                                           | Public Works | Grant Award/Agreement                 | Expired/No Longer Active      | 2019-0195 | State of Texas, Department of Transportation(TxDOT)      | 0 | 0                          |
| <a href="#">View</a> | Bus Facilities / Rural Commuter Bus Service ADA Accessible, CNG Fueled Cutaway Bus / Rural Bus and Bus Facilities Program / Grant Application 5339-D-2020-El PASO CO-00042 / Yr 2020                                                       | Public Works | Grant Application                     | Expired/No Longer Active      | 2020-0146 | State of Texas, Department of Transportation(TxDOT)      | 0 |                            |
| <a href="#">View</a> | 2018 Certifications and Assurances / Federal Transit Administration (FTA) / Application                                                                                                                                                    | Public Works | Grant Application                     | Expired/No Longer Active      | 2018-0162 | State of Texas, Department of Transportation(TxDOT)      | 0 |                            |
| <a href="#">View</a> | 2018 State Rural / Project Grant Agreement / MGA No. 2017-2021-El PASO CO-057 / PGA NO. 51218012418 / Amendment 1 - Additional Funds                                                                                                       | Public Works | Grant Modification                    | Expired/No Longer Active      | 2018-0105 | State of Texas, Department of Transportation(TxDOT)      | 0 | \$58,990.00                |
| <a href="#">View</a> | TxDOT Delegation of Signature Authority / Approval Form / Change from Escobar to Vogt                                                                                                                                                      | Public Works | Other                                 | Expired/No Longer Active      | 2018-0539 | State of Texas, Department of Transportation(TxDOT)      | 0 | 0                          |
| <a href="#">View</a> | 2018 State Rural / Project Grant Agreement / MGA No. 2017-2021-El PASO CO-057 / PGA NO. 5128012418 / Amendment 2 -Transfer funds                                                                                                           | Public Works | Grant Modification                    | Expired/No Longer Active      | 2018-0420 | State of Texas, Department of Transportation(TxDOT)      | 0 |                            |
| <a href="#">View</a> | 2018 State Rural / Project Grant Agreement / MGA No. 2017-2021-El PASO CO-057 / PGA NO. 5128012418 / Amendment 3 -Revise Budget                                                                                                            | Public Works | Grant Modification                    | Expired/No Longer Active      | 2018-0651 | State of Texas, Department of Transportation(TxDOT)      | 0 |                            |
| <a href="#">View</a> | Off Road Bus Stop Pullout Improvements / Multiple Use Agreement (MUA)                                                                                                                                                                      | Public Works | Grant Award/Agreement                 | Legal Review Suspended        | 2015-0375 | State of Texas, Department of Transportation(TxDOT)      | 0 | 0                          |
| <a href="#">View</a> | TxDOT Delegation of Signature Authority / Approval Form / Change from Vogt to Samaniego                                                                                                                                                    | Public Works | Other                                 | Legal Review Suspended        | 2019-0080 | State of Texas, Department of Transportation(TxDOT)      | 0 | 0                          |
| <a href="#">View</a> | Google Transit Agreement                                                                                                                                                                                                                   | Public Works | Software License/Installation/Support | Legal Review Suspended        | 2018-0011 | Google LLC                                               | 0 | 0                          |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service (NM Park & Ride) /1st Option to Renew - Yr 2021-2022                                                                                                                                                | Public Works | Contract Modification                 | Withdrawn/Not Executed        | 2020-0540 | State of New Mexico, Department of Transportation(NMDOT) | 0 |                            |

| Column1              | Subject Matter                                                                                                                                                                                                                                                                                                      | Department     | TypeName              | StatusName                                         | Contract No. | VendorName                                                       | Contract Amount | Total Contract Amount   | Mod Amount |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------------------|----------------------------------------------------|--------------|------------------------------------------------------------------|-----------------|-------------------------|------------|
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Transportation Planning & Reports / Master Interlocal                                                                                                                                                                                                                        | Transportation | Interlocal Agreement  | Fully Executed/Amended (See History)               | 2015-0675    | State of Texas, Texas Transportation Institute (Texas A & M)     | 0               | not to exceed \$850,000 |            |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Yr 2020 - 2022                                                                                                                                                                                                      | Transportation | Services              | Fully Executed/Amended (See History)               | 2019-0936    | First Transit, Inc.                                              | 0               | \$0.00                  |            |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / Renewal & Amendment 1 - Yr 2020-2022                                                                                                                                                                                                                      | Transportation | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2020-0666    | State of New Mexico, Department of Transportation(NMDOT)         | 0               |                         |            |
| <a href="#">View</a> | Vanpool Program / Extension 3 / Yr 2013-2014                                                                                                                                                                                                                                                                        | Transportation | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2013-0020    | VPSI, Inc.                                                       | 0               |                         | \$0.00     |
| <a href="#">View</a> | Vanpool Program / Amendment 3 -Budget                                                                                                                                                                                                                                                                               | Transportation | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2009-0313    | VPSI, Inc.                                                       | 0               |                         |            |
| <a href="#">View</a> | Vanpool Program / Extension 4 - Yr 2014-2015                                                                                                                                                                                                                                                                        | Transportation | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2014-0024    | VPSI, Inc.                                                       | 0               |                         |            |
| <a href="#">View</a> | Vanpool Program / Extension 5 - Yr 2015-2016                                                                                                                                                                                                                                                                        | Transportation | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2015-0043    | VPSI, Inc.                                                       | 0               |                         | \$0.00     |
| <a href="#">View</a> | Vanpool Program Operation Services / Termination                                                                                                                                                                                                                                                                    | Transportation | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2015-0292    | VPSI, Inc.                                                       | 0               | 0                       | \$0.00     |
| <a href="#">View</a> | CRRMA / Design of Passenger Bus Shelter Project / ILA / Engineering Design Services / Amendment 2 - Future Shelter Adjustments                                                                                                                                                                                      | Transportation | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2024-0257    | Camino Real Regional Mobility Authority (CRRMA)                  | 0               |                         | 122954     |
| <a href="#">View</a> | CRRMA / Engineering Services Agreement / Transit Facility Project / Amendment 2 - Planning Report                                                                                                                                                                                                                   | Transportation | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2024-0259    | Camino Real Regional Mobility Authority (CRRMA)                  | 0               |                         | 1400000    |
| <a href="#">View</a> | CRRMA / Design of Passenger Bus Shelter Project / ILA / Engineering Design Services / Amendment 1 - Fees                                                                                                                                                                                                            | Transportation | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2023-0461    | Camino Real Regional Mobility Authority (CRRMA)                  | 0               |                         | 0          |
| <a href="#">View</a> | CRRMA / Engineering Services Agreement / Transit Facility Project / Amendment 1 - Planning Report                                                                                                                                                                                                                   | Transportation | Contract Modification | Fully Executed/Amends Another Contract (See Links) | 2024-0022    | Camino Real Regional Mobility Authority (CRRMA)                  | 0               |                         | 400000     |
| <a href="#">View</a> | Sun Metro Rural Transit Service / Interlocal Agreement / Yr 2014-2015                                                                                                                                                                                                                                               | Transportation | Interlocal Agreement  | Fully Executed/Live (Term)                         | 2014-0593    | City- El Paso                                                    | 0               | \$39,354.00             |            |
| <a href="#">View</a> | TxDOT / Public Transportation Master Agreement / MGA-2017-2021-El Paso Co                                                                                                                                                                                                                                           | Transportation | Grant Award/Agreement | Fully Executed/Live (Term)                         | 2016-0570    | State of Texas, Department of Public Safety                      | 0               | 0                       |            |
| <a href="#">View</a> | 2016 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Application / Yr 2016-2017                                                                                                                           | Transportation | Grant Application     | Fully Executed/Live (Term)                         | 2016-0014    | State of Texas, Department of Transportation(TxDOT)              | 0               |                         |            |
| <a href="#">View</a> | CRRMA / Engineering Services Agreement / Transit Facility Project                                                                                                                                                                                                                                                   | Transportation | Interlocal Agreement  | Fully Executed/Live (Term)                         | 2023-0956    | Camino Real Regional Mobility Authority (CRRMA)                  | 0               | 2500000                 |            |
| <a href="#">View</a> | Sun Metro Rural Mass Transit Services / Extension 2                                                                                                                                                                                                                                                                 | Transportation | Contract Modification | Expired/Amended (See History)                      | 2009-0098    | City- El Paso, Mass Transit Department Board                     | 0               |                         |            |
| <a href="#">View</a> | Sun Metro Mass Transit / Fixed Route Bus Service / Interlocal                                                                                                                                                                                                                                                       | Transportation | Interlocal Agreement  | Expired/Amended (See History)                      | 2005-0049    | City- El Paso, Mass Transit Department Board                     | 0               | 0                       |            |
| <a href="#">View</a> | Bus Services / Fixed Route / Amendment 1 - Extend Time                                                                                                                                                                                                                                                              | Transportation | Contract Modification | Expired/Amended (See History)                      | 2006-0282    | League of United Latin American Citizens (LULAC) Project Amistad | 0               |                         |            |
| <a href="#">View</a> | Bus Service / Amend 2 -Extend time                                                                                                                                                                                                                                                                                  | Transportation | Contract Modification | Expired/Amended (See History)                      | 2006-0474    | League of United Latin American Citizens (LULAC) Project Amistad | 0               |                         |            |
| <a href="#">View</a> | Bus Services / Fixed Route / Yr 2003-2004                                                                                                                                                                                                                                                                           | Transportation | Services              | Expired/Amended (See History)                      | 2003-0268    | League of United Latin American Citizens (LULAC) Project Amistad | 0               | 0                       |            |
| <a href="#">View</a> | Bus Services / Mobility Impaired Transit Services Agreement / Yr 2002                                                                                                                                                                                                                                               | Transportation | Services              | Expired/Amended (See History)                      | 2002-0243    | League of United Latin American Citizens (LULAC) Project Amistad | 0               | 0                       |            |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service / Intergovernmental Agreement No. M01084 / Yr 2011-2013                                                                                                                                                                                                                      | Transportation | Interlocal Agreement  | Expired/Amended (See History)                      | 2011-0332    | State of New Mexico, Department of Transportation(NMDOT)         | 0               | 0                       |            |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service / Intergovernmental Agreement No. M010984 / Amendment 1 -Extend Term                                                                                                                                                                                                         | Transportation | Contract Modification | Expired/Amended (See History)                      | 2012-0296    | State of New Mexico, Department of Transportation(NMDOT)         | 0               |                         |            |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / Yr 2016-2017                                                                                                                                                                                                                                              | Transportation | Interlocal Agreement  | Expired/Amended (See History)                      | 2016-0827    | State of New Mexico, Department of Transportation(NMDOT)         | 0               | \$0.00                  |            |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / 1st Option to Renew / Yr 2017-2018                                                                                                                                                                                                                        | Transportation | Contract Modification | Expired/Amended (See History)                      | 2017-0438    | State of New Mexico, Department of Transportation(NMDOT)         | 0               | 0                       | \$0.00     |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / 2nd Option to Renew / Yr 2018-2019                                                                                                                                                                                                                        | Transportation | Contract Modification | Expired/Amended (See History)                      | 2018-0413    | State of New Mexico, Department of Transportation(NMDOT)         | 0               |                         | \$0.00     |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / Yr 2020                                                                                                                                                                                                                                                   | Transportation | Interlocal Agreement  | Expired/Amended (See History)                      | 2020-0005    | State of New Mexico, Department of Transportation(NMDOT)         | 0               | \$496,787.97            |            |
| <a href="#">View</a> | El Paso County Mission Circulator Project (El Paso County Ysleta, Socorro, San Elizario Circulator Route) / Local Transportation Project / Non-Construction Advance Funding Agreement for a Congestion Mitigation and Air Quality Program (LPAFA) / CSI No. 0924-06-555 / Amendment 2 -Remove construction language | Transportation | Contract Modification | Expired/Amended (See History)                      | 2019-0973    | State of Texas                                                   | 0               |                         | \$0.00     |
| <a href="#">View</a> | Rural Area Federal Formula Program / Project Grant Agreement (PGA) Section 5311 / Master Grant Agreement No. 512XXF7050 / Project No. RPT 1601(24)013 and Addendum MGA-2017-2021-EL PASO CO-057 / Yr 2016-2017                                                                                                      | Transportation | Grant Award/Agreement | Expired/Amended (See History)                      | 2016-0587    | State of Texas, Department of Transportation(TxDOT)              | 0               | \$288,788.00            |            |
| <a href="#">View</a> | Far West Texas / Fiscal Year 2017 / Project Grant Agreement / TxDOT Project No. REG 1701 (24) 23 / Project ID No. 51808012417 / Master Grant Agreement No. MGA-2017-2021-El Paso CO-057 / Yr 2016-2017                                                                                                              | Transportation | Grant Award/Agreement | Expired/Amended (See History)                      | 2016-0608    | State of Texas, Department of Transportation(TxDOT)              | 0               | \$39,298.00             |            |
| <a href="#">View</a> | 2017 Federal Transit Administration (FTA Section 5311) / Commuter Bus Service / (PGA) Grant-Application and Certification No. 5311-2017-El Paso Co-00025 / Yr 2017-2018                                                                                                                                             | Transportation | Grant Application     | Expired/Amended (See History)                      | 2017-0142    | State of Texas, Department of Transportation(TxDOT)              | 0               |                         |            |
| <a href="#">View</a> | Rural Area Federal Formula Program / Project Grant Agreement (PGA) Section 5311 / Master Grant Agreement No. 512XXF7050 / Project No. RPT 1601(24)013 and Addendum MGA-2017-2021-EL PASO CO-057 / Amendment 3 -Extend Yr 2018                                                                                       | Transportation | Grant Modification    | Expired/Amended (See History)                      | 2017-0433    | State of Texas, Department of Transportation(TxDOT)              | 0               |                         |            |
| <a href="#">View</a> | Federal Rural Public Transportation / Project Grant Agreement (PGA) / Master Grant Agreement No. 512XXF7050 / Project No. RPT 1501(24)39 / Amendment 1                                                                                                                                                              | Transportation | Grant Modification    | Expired/Amended (See History)                      | 2015-0516    | State of Texas, Department of Transportation(TxDOT)              | 0               |                         |            |
| <a href="#">View</a> | TxDOT / Federal Rural Public Transportation / Project Grant Agreement (PGA) / Master Grant Agreement No. 512XXF7050 / Project No. RPT 1501(24)39 / Amendment 2                                                                                                                                                      | Transportation | Grant Modification    | Expired/Amended (See History)                      | 2016-0354    | State of Texas, Department of Transportation(TxDOT)              | 0               |                         |            |
| <a href="#">View</a> | TxDOT / Federal Planning / Project Grant Agreement / PGA No. 512XXF7050 / Amendment 1 -Budget                                                                                                                                                                                                                       | Transportation | Grant Modification    | Expired/Amended (See History)                      | 2016-0420    | State of Texas, Department of Transportation(TxDOT)              | 0               | 0                       | \$650.00   |
| <a href="#">View</a> | 2015 Federal Transit Administration (FTA) / Federal 5311 / Rural Public Transportation / Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Grant Application / Yr 2015                                                                                                                                | Transportation | Grant Application     | Expired/Amended (See History)                      | 2015-0069    | State of Texas, Department of Transportation(TxDOT)              | 0               |                         |            |
| <a href="#">View</a> | Federal Rural Public Transportation / Project Grant Agreement (PGA) / Master Grant Agreement No. 512XXF7050 / Project No. RPT 1501(24)39 / Yr 2015-2016                                                                                                                                                             | Transportation | Grant Award/Agreement | Expired/Amended (See History)                      | 2015-0205    | State of Texas, Department of Transportation(TxDOT)              | 0               | \$320,876.00            |            |
| <a href="#">View</a> | Inter-City Bus (ICB) / El Paso-Anthony-Las Cruces Bus Service / Project Grant Agreement PGA No. 0000007043 / MA No. 512XXXF7050 / TxDOT Project No. ICB 1601 (24) 38 / Yr 2015-2016                                                                                                                                 | Transportation | Grant Award/Agreement | Expired/Amended (See History)                      | 2015-0443    | State of Texas, Department of Transportation(TxDOT)              | 0               | \$420,180.00            |            |
| <a href="#">View</a> | Federal Rural Public Transportation / Project Grant Agreement / PGA No. 51224F7216 / MGA No. 512XXF7050 / TxDOT No. RPT 1202(24)35 / Yr 2012-2013                                                                                                                                                                   | Transportation | Grant Award/Agreement | Expired/Amended (See History)                      | 2012-0196    | State of Texas, Department of Transportation(TxDOT)              | 0               | \$62,378.00             |            |
| <a href="#">View</a> | State- Local Rural Public Transportation Grant Agreement / FTA Grant No. TX-18-1022 / GA No. RPT 0201(24) 21 / State Project No. 51224F4022 [County Clerk Contract Record with No KK number]                                                                                                                        | Transportation | Grant Award/Agreement | Expired/Amended (See History)                      | 2000-0819    | State of Texas, Department of Transportation(TxDOT)              | 0               | \$277,371.00            |            |
| <a href="#">View</a> | (DUPLICATE SEE 2001-0254)                                                                                                                                                                                                                                                                                           |                |                       |                                                    |              |                                                                  |                 |                         |            |
| <a href="#">View</a> | State-Local Rural Public Transportation Grant Agreement No. RPT 0101(24) 19 / State Project No. 51124F4022 / Yr 2000-2001 [County Clerk Contract Record with No KK number]                                                                                                                                          | Transportation | Grant Award/Agreement | Expired/Amended (See History)                      | 2000-0809    | State of Texas, Department of Transportation(TxDOT)              | 0               | 0                       |            |

|                      |                                                                                                                                                                                    |                |                       |                               |           |                                                              |   |                            |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------------------|-------------------------------|-----------|--------------------------------------------------------------|---|----------------------------|
| <a href="#">View</a> | Public Transportation / Project Grant-Agreement / PGA No. 51124F7192 / MA No. 5120XF7050 / PGA Agreement No. 51124F192 / TxDot No. RPT 1102(24)34 / Amendment 3                    | Transportation | Grant Modification    | Expired/Amended (See History) | 2012-0331 | State of Texas, Department of Transportation(TxDOT)          | 0 |                            |
| <a href="#">View</a> | Federal Rural Public Transportation / Project Grant-Agreement / PGA No. 51224F7215 / MA No. 5120XF7050 / PGA No. 51224F7215 / TxDot No. RPT 1202(24)35 / Amendment 1: Add \$62,378 | Transportation | Grant Modification    | Expired/Amended (See History) | 2012-0332 | State of Texas, Department of Transportation(TxDOT)          | 0 | \$62,378.00                |
| <a href="#">View</a> | Public Transportation / Project Grant-Agreement No. 51324F7016 / MA No. 5120XF7050 / PGA No. 51324F7016 / RPT 1301(24) / Yr 2013                                                   | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2012-0346 | State of Texas, Department of Transportation(TxDOT)          | 0 | \$279,997.00               |
| <a href="#">View</a> | Federal Rural Public Transportation / Project Grant-Agreement / PGA No. 51224F7215 / MGA No. 5120XF7050 / PGA No. 51224F7215 / TxDot No. RPT 1202(24)35 / Amendment 2              | Transportation | Grant Modification    | Expired/Amended (See History) | 2012-0538 | State of Texas, Department of Transportation(TxDOT)          | 0 | \$285,067; Total \$559,603 |
| <a href="#">View</a> | TxDot / Federal Rural Public Transportation / Project Grant-Agreement / PGA No. 51324F7186 / MGA No. 5120XF7050 / State No. RPT 1302(24)36 / Yr 2013-2014                          | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2013-0132 | State of Texas, Department of Transportation(TxDOT)          | 0 | Federal: \$228,431         |
| <a href="#">View</a> | Federal Rural Public Transportation / Project Grant-Agreement No. 51224F7215 / MGA No. 5120XF7050 / TxDot No. RPT 1202(24)35 / Amendment 3                                         | Transportation | Grant Modification    | Expired/Amended (See History) | 2013-0164 | State of Texas, Department of Transportation(TxDOT)          | 0 |                            |
| <a href="#">View</a> | Federal Rural Public Transportation / Project Grant-Agreement / PGA No. 51424F7183 / Master Grant Agreement (MGA) No. 5120XF7050 / State No. RPT 1401(24)38 / Yr 2014-2015         | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2014-0227 | State of Texas, Department of Transportation(TxDOT)          | 0 | \$311,012.00               |
| <a href="#">View</a> | State Funds / Project Grant Agreement (PGA) / No. 51524F7019 / Project No. BUR 1501(24) / MGA 5120XF7050 / Yr 2014-2015                                                            | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2014-0475 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | 2013 Vanspool Program / CSI No. 094-03-376 / Advance Funding Agreement / Amendment 1                                                                                               | Transportation | Grant Modification    | Expired/Amended (See History) | 2014-0562 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | Far West Texas / Regional Coordinated Transportation Planning Project Grant Agreement [PGA] No. 5100XF7009 / MGA No. 5170XF7018 / State No. REG 1009 (51) / Yr 2010                | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2009-0348 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | 2010 State-Local Rural Public Transportation / MGA No. 5170XF7018 / PGA No. RPT 1004(24)33 / State No. 51024F7205 / Funding No. TX-18-X033                                         | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2010-0178 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | State-Local Rural Transit Grant MGA 5170XF7018 / PGA No. RPT 0904(24) R1 / State No. 51924F7287 / Buy 4 buses                                                                      | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2009-0204 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | Public Transportation / MA No. 5170XF7018 / Project Grant Agreement [PGA] No. 51124F7017 State Proj No. RPT 1101(24)/Master Agmt                                                   | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2010-0378 | State of Texas, Department of Transportation(TxDOT)          | 0 | \$248,989.00               |
| <a href="#">View</a> | Public Transportation / MA No. 5170XF7018 / Project Grant Agreement [PGA] No. 51124F7017 State Proj No. RPT 1101(24) / Amendment 1                                                 | Transportation | Contract Modification | Expired/Amended (See History) | 2011-0012 | State of Texas, Department of Transportation(TxDOT)          | 0 | \$249,086.76               |
| <a href="#">View</a> | 2011 Federal Section 5311 Rural Public Transportation / MA 5170XF7018 / PGA Agreement No. 51124F192 / TxDot No. RPT 1102(24)34 / Yr                                                | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2011-0222 | State of Texas, Department of Transportation(TxDOT)          | 0 | \$168,165.00               |
| <a href="#">View</a> | Local Transportation Project/ Non-Construction Advance Funding Agreement/Secure Border Trade Demonstration Project No. CSJ0924-06-292 [LPAFA-NONCST] / Amendment 1                 | Transportation | Grant Modification    | Expired/Amended (See History) | 2011-0280 | State of Texas, Department of Transportation(TxDOT)          | 0 |                            |
| <a href="#">View</a> | Public Transportation / MGA 5170XF7018 / PGA No. 51124F192 / TxDot No. RPT 1102(24)34 / Amendment 1                                                                                | Transportation | Grant Modification    | Expired/Amended (See History) | 2011-0335 | State of Texas, Department of Transportation(TxDOT)          | 0 | \$346,470.00               |
| <a href="#">View</a> | Regional Coordinated Public Transportation Service Plan / Contract No. 51-060XF7008 / Amendment 1                                                                                  | Transportation | Grant Modification    | Expired/Amended (See History) | 2006-0475 | State of Texas, Department of Transportation(TxDOT)          | 0 |                            |
| <a href="#">View</a> | State-Local Rural Public Transportation Grant-Agreement No. 51824F7106 / State Project No. RPT 0602(24)29 / Yr 2006-2007                                                           | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2006-0093 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | Rural Public Transportation [Rural Transit Grant] Federal Project Grant / MGA 5170XF7018 / PGA No. RPT 0802(24)31 / State No. 51824F7097 / Amendment 2                             | Transportation | Grant Modification    | Expired/Amended (See History) | 2008-0420 | State of Texas, Department of Transportation(TxDOT)          | 0 |                            |
| <a href="#">View</a> | State-Local Public Transportation [Rural Transit Grant] PGA No. RPT 0801(24) / State No. 518224F7018 / Yr 2008                                                                     | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2007-0252 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | Rural Public Transportation [Rural Transit Grant] Federal Project Grant / MGA 5170XF7018 / PGA No. RPT 0802(24)31 / State No. 51824F7097 / FY 2008                                 | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2008-0082 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | Rural Public Transportation [Rural Transit Grant] Federal Project Grant / MGA 5170XF7018 / PGA No. RPT 0802(24)31 / State No. 51824F7097 / Amendment 1                             | Transportation | Grant Modification    | Expired/Amended (See History) | 2008-0175 | State of Texas, Department of Transportation(TxDOT)          | 0 | \$328,020.00               |
| <a href="#">View</a> | Non-Urbanized Public Transportation / State-Local Public Transportation Grant-Agreement / PTN No. 51324F4022 / Yr 2002-2003                                                        | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2002-0256 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | State-Local Rural Public Transportation / Grant Agreement No. RPT 0201(24) 21 / State Project No. 51224F4022 / FTA Grant No TX-18-021 / Yr 2001-2002                               | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2001-0254 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | Public Transportation / Project Grant-Agreement / PGA No. 51124F7192 / MGA No. 5120XF7050 / TxDot No. RPT 1102(24)34 / Amendment 2 [Rural Transit Grant]                           | Transportation | Grant Modification    | Expired/Amended (See History) | 2012-0097 | State of Texas, Department of Transportation(TxDOT)          | 0 |                            |
| <a href="#">View</a> | Rural Transit Grant / Yr 2000                                                                                                                                                      | Transportation | Grant Application     | Expired/Amended (See History) | 1999-0173 | State of Texas, Department of Transportation(TxDOT)          | 0 |                            |
| <a href="#">View</a> | San Elizario and Fabens / Safe Routes to School / Advance Funding Agreement CSI No. 092406227 / Yr 2006-2007                                                                       | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2003-0336 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | State-Local Rural Public Transportation / Grant-Agreement No. 51424F7097 / Yr 2004-2005                                                                                            | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2004-0138 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | State-Local Public Transportation Grant Agreement / PTN No. 51424F7097 / Amendment 1                                                                                               | Transportation | Grant Modification    | Expired/Amended (See History) | 2004-0280 | State of Texas, Department of Transportation(TxDOT)          | 0 |                            |
| <a href="#">View</a> | State-Local Rural Public Transportation / Grant-Agreement No. 51524F7022 / State Project No. RPT 0501(24) / Yr 2004-2005                                                           | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2004-0317 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | Intelligent Transport System Project (ITS) / State-Local Rural Public Transportation / Grant-Agreement No. 51624F7089 / State Project No. TAP 0601(24)23 / Yr 2006-2007            | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2006-0010 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | Regional Coordinated Public Transportation Service Plan / Contract No. 51-060XF7008 / Interlocal Agreement                                                                         | Transportation | Interlocal Agreement  | Expired/Amended (See History) | 2006-0037 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | State-Local Rural Public Transportation Grant-Agreement No. 51624F7016 / State Project RPT 0601(24) / Yr 2005-2006                                                                 | Transportation | Grant Award/Agreement | Expired/Amended (See History) | 2005-0288 | State of Texas, Department of Transportation(TxDOT)          | 0 | 0                          |
| <a href="#">View</a> | Texas Transportation Institute (TTI) / Emissions Measuring and Reporting Methodology and Tool for Route 50- Mission Trail / Task Order 1                                           | Transportation | Contract Modification | Expired/Amended (See History) | 2015-0681 | State of Texas, Texas Transportation Institute (Texas A & M) | 0 | \$45,000.00                |
| <a href="#">View</a> | UTEP Interlocal Cooperation Agreement: Dialysis Patient Transportation                                                                                                             | Transportation | Other                 | Expired/Amended (See History) | 2012-0012 | University of Texas at El Paso (UTEP)                        | 0 | 0                          |
| <a href="#">View</a> | UTEP Interlocal Cooperation Agreement: Dialysis Patient Transportation/Amendment 1 -Revised Budget                                                                                 | Transportation | Contract Modification | Expired/Amended (See History) | 2012-0605 | University of Texas at El Paso (UTEP)                        | 0 |                            |
| <a href="#">View</a> | Vanspool Program / Amendment 1 -Changed Budget                                                                                                                                     | Transportation | Contract Modification | Expired/Amended (See History) | 2008-0117 | VPSI, Inc.                                                   | 0 | \$68,813.00                |
| <a href="#">View</a> | Vanspool Program / Amendment 2 -Budget                                                                                                                                             | Transportation | Contract Modification | Expired/Amended (See History) | 2008-0226 | VPSI, Inc.                                                   | 0 |                            |

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|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------------------------|-------------------------------|-----------|------------------------------------------------------------------|---|---------------------------------|
| <a href="#">View</a> | Transit System / Operator / Amendment 2 -Expanded Route                                                                                                                                                   | Transportation | Contract Modification       | Expired/Amended (See History) | 1998-0009 | Sunset Coaches                                                   | 0 |                                 |
| <a href="#">View</a> | Transit System / Operation / Yr 1996-2001                                                                                                                                                                 | Transportation | Services                    | Expired/Amended (See History) | 1996-0162 | Sunset Coaches                                                   | 0 | 0                               |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Amendment 1- Ysleta, Socorro, San Elizario (Circular)                                                     | Transportation | Contract Modification       | Expired/Amended (See History) | 2015-0226 | First Transit, Inc.                                              | 0 |                                 |
| <a href="#">View</a> | Rural Transit Fixed Route Commuter Bus Program / Transportation Services Management Agreement / Yr 2014-2017                                                                                              | Transportation | Services                    | Expired/Amended (See History) | 2014-0363 | First Transit, Inc.                                              | 0 | \$2,040,000.00                  |
| <a href="#">View</a> | Transit System Buses Refueling Agreement / LNG and CNG Fuel from Sun Metro's Fred Wilson Facility                                                                                                         | Transportation | Services                    | Expired/No Longer Active      | 2007-0047 | City- El Paso                                                    | 0 | 0                               |
| <a href="#">View</a> | Far West Texas / Sun Metro Rural Mass Transit / Region Transit Coordinating Committee / Funding                                                                                                           | Transportation | Interlocal Agreement        | Expired/No Longer Active      | 2009-0260 | City- El Paso, Mass Transit Department Board                     | 0 | 0                               |
| <a href="#">View</a> | Sun Metro Rural Transit Service / Interlocal Agreement                                                                                                                                                    | Transportation | Interlocal Agreement        | Expired/No Longer Active      | 2009-0180 | City- El Paso, Mass Transit Department Board                     | 0 | 0                               |
| <a href="#">View</a> | Sun Metro Rural Mass Transit Service / Route 84 / Extension 1-                                                                                                                                            | Transportation | Contract Modification       | Expired/No Longer Active      | 2008-0278 | City- El Paso, Mass Transit Department Board                     | 0 | 0                               |
| <a href="#">View</a> | Sun Metro Rural Mass Transit / Order Extending Interlocal                                                                                                                                                 | Transportation | Other                       | Expired/No Longer Active      | 2009-0193 | City- El Paso, Mass Transit Department Board                     | 0 | 0                               |
| <a href="#">View</a> | Sun Metro / Reduce Fare Passes for Citizens summoned to Jury Service                                                                                                                                      | Transportation | Interlocal Agreement        | Expired/No Longer Active      | 1999-0123 | City- El Paso, Mass Transit Department Board                     | 0 | 0                               |
| <a href="#">View</a> | Sun Metro / Socorro, Clint, & San Elizario / - Bus Service / Interlocal Mission del Paso Campus Bus Service / Rural Transit System Cost sharing                                                           | Transportation | Interlocal Agreement        | Expired/No Longer Active      | 2001-0242 | City- El Paso, Mass Transit Department Board                     | 0 | 0                               |
| <a href="#">View</a> | Bus Services / Mobility Impaired Transit Services Agreement / Yr 2005-2008                                                                                                                                | Transportation | Services                    | Expired/No Longer Active      | 2010-0365 | El Paso Community College District, Police Department            | 0 | 0                               |
| <a href="#">View</a> | Bus Service / Fixed Route / Yr 2007-2008                                                                                                                                                                  | Transportation | Services                    | Expired/No Longer Active      | 2006-0110 | League of United Latin American Citizens (LULAC) Project Amistad | 0 | 0                               |
| <a href="#">View</a> | Bus Services / Fixed Route System for Upper Valley, Lower Valley, and East Montana Areas [Bus System Operator Services] / Transit Services Contractor Agreement / Yr 2001-2002                            | Transportation | Services                    | Expired/No Longer Active      | 2007-0017 | League of United Latin American Citizens (LULAC) Project Amistad | 0 | 0                               |
| <a href="#">View</a> | Bus Services / Mobility Impaired Transit Service Agreement / Amendment 1 - Extend Time                                                                                                                    | Transportation | Services                    | Expired/No Longer Active      | 2001-0268 | League of United Latin American Citizens (LULAC) Project Amistad | 0 | 0                               |
| <a href="#">View</a> | Bus Service / Mobility-Impaired Transit Services / Yr 1998-2001                                                                                                                                           | Transportation | Contract Modification       | Expired/No Longer Active      | 2005-0330 | League of United Latin American Citizens (LULAC) Project Amistad | 0 | 0                               |
| <a href="#">View</a> | Transit Services-Upper Valley / Bus System Operator Services /Yr 2000-2001                                                                                                                                | Transportation | Services                    | Expired/No Longer Active      | 1998-0203 | League of United Latin American Citizens (LULAC) Project Amistad | 0 | 0                               |
| <a href="#">View</a> | Transit System / Disability Concession                                                                                                                                                                    | Transportation | Services                    | Expired/No Longer Active      | 2000-0342 | League of United Latin American Citizens (LULAC) Project Amistad | 0 | 0                               |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / Intergovernmental Agreement/ Yr 2013-2014                                                                                                       | Transportation | Services                    | Expired/No Longer Active      | 1996-0219 | League of United Latin American Citizens (LULAC) Project Amistad | 0 | 0                               |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / Intergovernmental Agreement / Yr 2014-2015                                                                                                      | Transportation | Interlocal Agreement        | Expired/No Longer Active      | 2013-0343 | State of New Mexico, Department of Transportation(NMDOT)         | 0 | \$775,680.00                    |
| <a href="#">View</a> | NMDOT / Advertising: EP, Anthony Las Cruces Bus Service / Intergovernmental Agreement No. 2012.0193 IG0001 / 2011-2014                                                                                    | Transportation | Interlocal Agreement        | Expired/No Longer Active      | 2014-0323 | State of New Mexico, Department of Transportation(NMDOT)         | 0 | \$290,880/9 months; Grant Funds |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / Intergovernmental Agreement / Yr 2015-2016                                                                                                      | Transportation | Interlocal Agreement        | Expired/No Longer Active      | 2012-0193 | State of New Mexico, Department of Transportation(NMDOT)         | 0 | \$112,374.00                    |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service / Intergovernmental Agreement No. M01020 / Yr 2010                                                                                                                 | Transportation | Interlocal Agreement        | Expired/No Longer Active      | 2015-0461 | State of New Mexico, Department of Transportation(NMDOT)         | 0 | \$420,180.00                    |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / Intergovernmental Agreement No. M00924 / Yr 2009-2010                                                                                           | Transportation | Interlocal Agreement        | Expired/No Longer Active      | 2010-0366 | State of New Mexico, Department of Transportation(NMDOT)         | 0 | 0                               |
| <a href="#">View</a> | Rural State Program / Project Grant Agreement (PGA) No. RUR 1701 (24) / MGA No. 2017-2021-El Paso CO-057 / Project ID No. 51218012417 / Yr 2017                                                           | Transportation | Interlocal Agreement        | Expired/No Longer Active      | 2009-0303 | State of New Mexico, Department of Transportation(NMDOT)         | 0 | 0                               |
| <a href="#">View</a> | TxDOT / 2017 Transportation Investment Generating Economic (TIGER) / Rural Transit / Purchase of Two Commuter Buses / Grant-Award No. TIGER-2016-El Paso CO-00182 / Yr 2016-2017                          | Transportation | Grant Award/Agreement       | Expired/No Longer Active      | 2016-0607 | State of Texas, Department of Transportation(TxDOT)              | 0 | \$298,148.00                    |
| <a href="#">View</a> | TIGER Rural Transit Facilities Project / Rural Transit Passenger Shelters / Grant-Application                                                                                                             | Transportation | Grant Award/Agreement       | Expired/No Longer Active      | 2016-0787 | State of Texas, Department of Transportation(TxDOT)              | 0 | \$152,000.00                    |
| <a href="#">View</a> | TxDOT / Federal \$5311 Rural / State Rural-State Urban / Grant Application for Funding / Yr 2016                                                                                                          | Transportation | Grant Application           | Expired/No Longer Active      | 2015-0242 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0                               |
| <a href="#">View</a> | 2016 Certification and Assurances / Federal Transit Administration Assistance Programs [FTA]                                                                                                              | Transportation | Grant Application           | Expired/No Longer Active      | 2015-0248 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0                               |
| <a href="#">View</a> | TxDOT / State Funds / Project Grant Agreement ( PGA) / No. 51524F7019 / Project No. RUR 1501(24) / MGA 512XXF7050 / Amendment 1                                                                           | Transportation | Grant Award/Agreement       | Expired/No Longer Active      | 2016-0294 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0                               |
| <a href="#">View</a> | TxDOT / Federal Rural Public Transportation / Project Grant-Agreement / PGA No. 51324F7186 / MGA No. 512XXF7050 / State No. RPT 1302(24)36 / Amendment 4 -revising project budget                         | Transportation | Grant Modification          | Expired/No Longer Active      | 2015-0144 | State of Texas, Department of Transportation(TxDOT)              | 0 |                                 |
| <a href="#">View</a> | TxDOT / Federal Rural Public Transportation / Project Grant-Agreement / PGA No. 51424F7183 / Amendment 2- Extension Yr 2016                                                                               | Transportation | Grant Modification          | Expired/No Longer Active      | 2015-0164 | State of Texas, Department of Transportation(TxDOT)              | 0 | 105280                          |
| <a href="#">View</a> | State Funds / Section 5311 / Project Grant Agreement ( PGA) / Project No. RUR 1601(24) / MGA 512XXF7050 / Yr 2015-2016                                                                                    | Transportation | Grant Modification          | Expired/No Longer Active      | 2015-0434 | State of Texas, Department of Transportation(TxDOT)              | 0 |                                 |
| <a href="#">View</a> | State Funds / Project Grant Agreement ( PGA) / No. 51524F7019 / Project No. RUR 1501(24) / MGA 512XXF7050 / Amendment 2                                                                                   | Transportation | Grant Award/Agreement       | Expired/No Longer Active      | 2015-0435 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0                               |
| <a href="#">View</a> | State-Local Rural Public Transportation Grant Agreement / GA No. RPT 0201(24)21 / State Project No. 51224F4022 [County Clerk Contract Record with No KK number] (DUPLICATE SEE 2000-0819)                 | Transportation | Grant Modification          | Expired/No Longer Active      | 2015-0436 | State of Texas, Department of Transportation(TxDOT)              | 0 |                                 |
| <a href="#">View</a> | State-Local Rural Public Transportation Grant Agreement / GA No. RPT 0201(24)21 / State Project No. 51224F4022 [County Clerk Contract Record with No KK number] (DUPLICATE SEE 2000-0809)                 | Transportation | Grant Award/Agreement       | Expired/No Longer Active      | 2000-0817 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0                               |
| <a href="#">View</a> | Rural Transit Grant / American Recovery and Reinvestment Act (ARRA) / Recipient Affidavit                                                                                                                 | Transportation | Grant Award/Agreement       | Expired/No Longer Active      | 2000-0812 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0                               |
| <a href="#">View</a> | Intercity Bus Service / MGA No. 51724F7018 / PGA No. 51924F7335 / State No. PLN 0902(24) 17 / FY 2009 - 2010                                                                                              | Transportation | Memorandum of Understanding | Expired/No Longer Active      | 2009-0393 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0                               |
| <a href="#">View</a> | Rural Transit Grant MGA 51724F7018 / PGA 51924F7332 / State No. PLN 0901(24)17 / Yr 2009                                                                                                                  | Transportation | Grant Award/Agreement       | Expired/No Longer Active      | 2009-0261 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0                               |
| <a href="#">View</a> | Rural Public Transportation [Rural Transit Grant] Federal Project Grant / MGA 517XXF7018 / PGA No. RPT 0802(24)31 / State No. 51824F7097 / Amendment 3                                                    | Transportation | Grant Award/Agreement       | Expired/No Longer Active      | 2009-0268 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0                               |
| <a href="#">View</a> | TxDOT / State-Loca Public Transportation / Project Grant-Agreement / PGA 51024F7018 / MA 517XXF7018 / Yr 2000-2010                                                                                        | Transportation | Grant Modification          | Expired/No Longer Active      | 2009-0272 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0                               |
| <a href="#">View</a> | Federal Job Access & Reverse Commute [JARC] / Inter-City Bus Service: EP-Las Cruces / Project Grant-Agreement / PGA No. 51224F7081 / MA No. 51324F7081 / TxDot Project No. JAC. 1203(24)92 / Yr 2011-2014 | Transportation | Grant Award/Agreement       | Expired/No Longer Active      | 2009-0302 | State of Texas, Department of Transportation(TxDOT)              | 0 | \$245,617.00                    |
| <a href="#">View</a> | Public Transportation / Project Grant-Agreement No. 513324F7016 / MA No. 512XXF7050 / PGA No. 51324F7016 / RPT 1301(24) / Amendment 1                                                                     | Transportation | Grant Award/Agreement       | Expired/No Longer Active      | 2011-0477 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0                               |
| <a href="#">View</a> | Public Transportation / Master Agreement No. 512XXF7050 / PGA No. 51324F7016 / RPT 1301(24) / Amendment 2                                                                                                 | Transportation | Grant Modification          | Expired/No Longer Active      | 2013-0063 | State of Texas, Department of Transportation(TxDOT)              | 0 | \$17,896.75                     |
| <a href="#">View</a> |                                                                                                                                                                                                           | Transportation | Grant Modification          | Expired/No Longer Active      | 2013-0166 | State of Texas, Department of Transportation(TxDOT)              | 0 |                                 |

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|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------------------|--------------------------|-----------|-----------------------------------------------------|---|----------------|
| <a href="#">View</a> | Federal Bus & Bus Facilities / Project No. VCR 1401(24) 03 / MGA No. 512XXF7050 / PGA No. 51424F7231 / Vehicle Rehabilitation / Yr 2014-2016                                                                                        | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2014-0341 | State of Texas, Department of Transportation(TxDOT) | 0 | 0              |
| <a href="#">View</a> | 2014 Certification and Assurances / Federal Transit Administration Assistance Programs [FTA]                                                                                                                                        | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2014-0138 | State of Texas, Department of Transportation(TxDOT) | 0 | unknown        |
| <a href="#">View</a> | Rural Transit Commuter Bus Service / 5311 Nonurbanized / Federal Transit Administration Assistance Program [FTA] / CGrant-Application Part 1 / Yr 2014                                                                              | Transportation | Grant Application     | Expired/No Longer Active | 2014-0154 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | Bus Facilities Program (FTA § 53339) Funding Application / Yr. 2013-2014                                                                                                                                                            | Transportation | Grant Application     | Expired/No Longer Active | 2014-0168 | State of Texas, Department of Transportation(TxDOT) | 0 | \$23,194.00    |
| <a href="#">View</a> | Far West Texas / Regional Coordination Transportation Planning Grant-Application / PIN No. 1746000762063 / Yr. 2015                                                                                                                 | Transportation | Grant Application     | Expired/No Longer Active | 2014-0189 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | County Rural Transit / Title VI Compliance and Procedure                                                                                                                                                                            | Transportation | Other                 | Expired/No Longer Active | 2014-0245 | State of Texas, Department of Transportation(TxDOT) | 0 | 0              |
| <a href="#">View</a> | Federal §5311 Rural / State Rural-State Urban / Grant Application for Funding / Yr 2015                                                                                                                                             | Transportation | Grant Application     | Expired/No Longer Active | 2014-0247 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | 2015 Certification and Assurances / Federal Transit Administration Assistance Programs [FTA]                                                                                                                                        | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2014-0700 | State of Texas, Department of Transportation(TxDOT) | 0 | 0              |
| <a href="#">View</a> | Federal Rural Transportation Assistance / Grant-Agreement / Master Grant No. 512XXF7050 / State Project No. TAP 1501 (24) 36 / Yr 2014-2015                                                                                         | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2014-0710 | State of Texas, Department of Transportation(TxDOT) | 0 | \$19,000.00    |
| <a href="#">View</a> | TxDOT / Federal Planning / Project Grant Agreement / PGA No. 514424F7186 / Project No. RPT 1302(24) 36 / MA 512XXF7050 / Amendment 3                                                                                                | Transportation | Grant Modification    | Expired/No Longer Active | 2014-0725 | State of Texas, Department of Transportation(TxDOT) | 0 | 228341         |
| <a href="#">View</a> | Mission Valley (Circulator Route) / Local Transportation Project Non-Construction Advanced Funding (LPFAF) / Congestion Mitigation and Air Quality Program (CMAQ) / CSI No. 0924-06-488 / Yr 2014-2018                              | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2014-0465 | State of Texas, Department of Transportation(TxDOT) | 0 | 0              |
| <a href="#">View</a> | Federal Rural Public Transportation / Project Grant-Agreement / PGA No. 51424F7183 / State No. RPT 1401(24)38 / Master Grant Agreement [MGA] No. 512XXF7050 / Amendment 1                                                           | Transportation | Grant Modification    | Expired/No Longer Active | 2014-0485 | State of Texas, Department of Transportation(TxDOT) | 0 | 1156352        |
| <a href="#">View</a> | Public Transportation / Master Agreement No. 512XXF7050 / PGA No. 51324F7016 / RPT 1301(24) / Amendment 3 - August 31st to November 30, 2013                                                                                        | Transportation | Grant Modification    | Expired/No Longer Active | 2013-0390 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | Public Transportation / Project Grant-Agreement / PGA No. 51224F7215 / MA No. 512XXF7050 / TxDot No. RPT 1202(24)35 / Amendment 4                                                                                                   | Transportation | Grant Modification    | Expired/No Longer Active | 2013-0392 | State of Texas, Department of Transportation(TxDOT) | 0 | 0              |
| <a href="#">View</a> | State Funds / Project Grant-Agreement No. 51424F7015 / MA 512XXF7050 / Yr 2013-2014                                                                                                                                                 | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2013-0425 | State of Texas, Department of Transportation(TxDOT) | 0 | \$307,188.00   |
| <a href="#">View</a> | TxDot / Federal Rural Public Transportation / Project Grant-Agreement / PGA No. 51324F7186 / MGA No. 512XXF7050 / State No. RPT 1302(24)36 / Amendment 1                                                                            | Transportation | Grant Modification    | Expired/No Longer Active | 2013-0527 | State of Texas, Department of Transportation(TxDOT) | 0 | \$647,711.00   |
| <a href="#">View</a> | Job Access & Reverse Commute [JARC] / Inter-City Bus Service: EP-Las Cruces; Anthony / MA 517XXF7018 / PGA No. 51124F7110 / Yr 2010-2013                                                                                            | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2010-0381 | State of Texas, Department of Transportation(TxDOT) | 0 | \$1,170,233.00 |
| <a href="#">View</a> | 2013 Vanpool Program / CSI No. 094-03-376 / Local Transportation Project [Congestion Mitigation-Air Quality Project[CMAQ] / Non-Construction Funding Agmt & Resolution (LPFAF) / Master Agreement / Yr 2013-2017                    | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2013-0188 | State of Texas, Department of Transportation(TxDOT) | 0 | \$576,999.00   |
| <a href="#">View</a> | 2013 Certification and Assurances / Federal Transit Administration Assistance Programs [FTA]                                                                                                                                        | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2013-0218 | State of Texas, Department of Transportation(TxDOT) | 0 | 0              |
| <a href="#">View</a> | Far West Texas / Regionally Coordinated Transportation Planning / Grant-Application / Yr 2014                                                                                                                                       | Transportation | Grant Application     | Expired/No Longer Active | 2013-0220 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | Federal Job Access & Reverse Commute [JARC] / Inter-City Bus Service: El Paso-Las Cruces Bus Service / PGA No. 51324F7215 / MGA No. 512XXF7050 / Yr 2013-2015                                                                       | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2013-0256 | State of Texas, Department of Transportation(TxDOT) | 0 | \$775,680.00   |
| <a href="#">View</a> | State-Local Rural Public Transportation / MGA No. 517XXF7018 / Project Grant Agreement (PGA) No. RPT 1003 (24) 32 / Grant-Agreement / \$97,621                                                                                      | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2009-0431 | State of Texas, Department of Transportation(TxDOT) | 0 | 0              |
| <a href="#">View</a> | Vehicle Capital Replacement (VCR) RuralTransitGrant / PGA No. VCR0901(24) 042 / State No. 51 924F7103 / Amendment 1- Bus                                                                                                            | Transportation | Grant Modification    | Expired/No Longer Active | 2009-0433 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | State-Local Rural Public Transportation / American Recovery & Reinvestment Act of 2009 / MGA 517XXF7018 / PGA No. RPT 0904 (24) R1 / State No. 51924F7287 / Amendment 1 (Phase 1)- Buy 4 buses                                      | Transportation | Grant Modification    | Expired/No Longer Active | 2009-0434 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | Far West Texas / Regional Coordinated Transportation Planning Project Grant Agreement [PGA] No. 510XXF7009 / MGA No. 517XXF7018 / State No. REG 1009 (51) / Amendment 1                                                             | Transportation | Grant Modification    | Expired/No Longer Active | 2009-0518 | State of Texas, Department of Transportation(TxDOT) | 0 | \$177,104.00   |
| <a href="#">View</a> | Rural Public Transportation [Rural Transit Grant] Federal Project Grant / MGA 517XXF7018 / PGA No. RPT 0802(24)31 / State No. 51824F7097 / Amendment 4                                                                              | Transportation | Grant Modification    | Expired/No Longer Active | 2010-0070 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | Far West Texas /Regionally Coordinated Transportation Planning / MGA No. 517XXF7018 / PGA No. 510XX7009 / State No. 1009(51) / Amendment 2                                                                                          | Transportation | Grant Modification    | Expired/No Longer Active | 2010-0116 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | Rural Public Transportation [Rural Transit Grant] Federal Project Grant / MGA 517XXF7018 / PGA No. RPT 0802(24)31 / State No. 51824F7097 / Amendment 5- Buy bus                                                                     | Transportation | Grant Modification    | Expired/No Longer Active | 2010-0155 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | State-Local Public Transportation [Rural Transit Grant] MGA No. 517XXF7018 / PGA No. RPT 0901(24) / State No. 51924F7131 / Buy: Bus                                                                                                 | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2009-0201 | State of Texas, Department of Transportation(TxDOT) | 0 | 0              |
| <a href="#">View</a> | Public Transportation [Rural Transit Grant] MGA No. 517XXF7018 / PGA No. 51924F7149 / State No. RPT 0903(24)32 / Amendment 1                                                                                                        | Transportation | Grant Modification    | Expired/No Longer Active | 2009-0212 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | State-Local Public Transportation [Rural Transit Grant] MGA No. 517XXF7018 / PGA No. /RPT 0901(24) / State No. 51924F7018 / Yr 2008-2009                                                                                            | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2008-0275 | State of Texas, Department of Transportation(TxDOT) | 0 | 0              |
| <a href="#">View</a> | State-Local Rural Public Transportation [Rural Transit Grant] PGA No. 51824F7258 / State No. RPT 0803(24)30 / Yr 2008-2009                                                                                                          | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2008-0276 | State of Texas, Department of Transportation(TxDOT) | 0 | 0              |
| <a href="#">View</a> | Far West Texas / Regional Coordinated Transportation Planning Project Grant Agreement / Yr 2009                                                                                                                                     | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2008-0277 | State of Texas, Department of Transportation(TxDOT) | 0 | 0              |
| <a href="#">View</a> | Far West Texas / Regionally Coordinated Transportation Planning Project Grant Agreement [PGA] No. 510XX7009 / Coord Grant / MGA No. 517XXF7018 / PGA No. 510XX7009 / MGA No. 517XXF7018 / State No. 1009(51) / Amendment 3 - Extend | Transportation | Contract Modification | Expired/No Longer Active | 2010-0387 | State of Texas, Department of Transportation(TxDOT) | 0 |                |
| <a href="#">View</a> | Public Transportation [PGA] MGA No. 517XXF7018 / Project Agreement No. RPT 1004(24) 33 / State Project No. 51024F7018 / Amendment 1                                                                                                 | Transportation | Grant Modification    | Expired/No Longer Active | 2010-0392 | State of Texas, Department of Transportation(TxDOT) | 0 |                |

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| <a href="#">View</a> | Far West Texas / Regional Coordinated Transportation Planning Project Grant Agreement [PGA] No. 51151F7131 / Master Agreement No. 51724F7018 / Yr 2010-2011                                                                                                                                                                       | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2010-0404 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Public Transportation MGA No. 517XXF7018 / A Public Transportation [PGA] / Project Grant Agreement No. RPT 0904(24) RI / State Project No. 51924F7287 / Amendment 2 - Extend                                                                                                                                                      | Transportation | Grant Modification    | Expired/No Longer Active | 2010-0579 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | TxDOT / 2011 Vanspool Program / CSI No. 094-03-366 / Local Transportation Project [Congestion Mitigation-Air Quality Project(CMAQ) /Non-Construction Funding Agmt Public Transportation / MGA No. 517XXF7018 / Project Grant Agreement (PGA) No. 51024F7154 / Project No. RPT 1003 (24) 32 / Amendment 1 - Exand to Dec 31, 2011, | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2011-0014 | State of Texas, Department of Transportation(TxDOT) | 0 | \$392,000.00; Reimbursable: \$386,120.00 |
| <a href="#">View</a> | State / Local / Public Transportation Master Grant Agreement [MGA] Grant No. 512XXF7050 / Yr 2011-2016                                                                                                                                                                                                                            | Transportation | Grant Modification    | Expired/No Longer Active | 2011-0350 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | Rural Transit Grant / State Match Funds / Project Grant Agreement / PGA No. 51224F7017 / MA No. 512XXF7050 / Yr 2011-2012                                                                                                                                                                                                         | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2011-0376 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Transit Grant Award / Sec 5309 / Yr 2001                                                                                                                                                                                                                                                                                          | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2011-0419 | State of Texas, Department of Transportation(TxDOT) | 0 | \$245,332.00                             |
| <a href="#">View</a> | Intelligent Transport System Project /State-Local Rural Public Transportation / Grant-Agreement No. 51624F7089 / State Project No. TAP 0601(24)23 / Amendment 1                                                                                                                                                                   | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2001-0123 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | State-Local Public Transportation [Rural Transit Grant] Federal MGA No. 517XXF7018 / PGA No. RPT 07-0702(24)30 / State No. 51724F7243 / Yr 2007                                                                                                                                                                                   | Transportation | Grant Modification    | Expired/No Longer Active | 2007-0070 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | Public Transportation / Master Grant Agreement / Yr 2007-20011                                                                                                                                                                                                                                                                    | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2007-0071 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Public Transportation [Rural Transit Grant] Grant-Application / Part II / Yr 2007                                                                                                                                                                                                                                                 | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2007-0112 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Regional Coordination Planning / MGA No. 517XXF7018 / PGA No. 07XXF7009 / State No. REG 0709(51)                                                                                                                                                                                                                                  | Transportation | Grant Application     | Expired/No Longer Active | 2007-0113 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | TxDOT State-Local Rural Public Transportation Capital Investment Grant-Agreement No. 51624F7238 / State Project No. VCR 0601(24) / Yr 2006-2007                                                                                                                                                                                   | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2007-0122 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | State-Local Public Transportation Grant Agreement No. 51624F7106 / State Project No. RPT 0602(24)29 / Amendment 1                                                                                                                                                                                                                 | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2006-0094 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | State-Local Public Transportation Grant-Agreement No. 51624F7018 / State Project No. RPT 0601(24) / Amendment 1                                                                                                                                                                                                                   | Transportation | Grant Modification    | Expired/No Longer Active | 2006-0188 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | TxDOT / State-Local Public Transportation [Rural Transit Grant] PGA / Misc. No. 51724F7018 / State No. RPT 0701(24)                                                                                                                                                                                                               | Transportation | Grant Modification    | Expired/No Longer Active | 2006-0216 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | TxDOT / State-Local Public Transportation [Rural Transit Grant] Master Grant Agreement No. 51724F7018 / Yr 2006-2011                                                                                                                                                                                                              | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2006-0279 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | RegCoach Operator Rodeo / MGA No. 51951F7129 / PGA No. TAP0901(51)29                                                                                                                                                                                                                                                              | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2006-0280 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | TxDOT / Advance Funding Agreement / Heavy Duty Alternative Fuels Project / CSI No. 0914-06-288 / Amendment 1                                                                                                                                                                                                                      | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2008-0400 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Rural Transit / Part II Grant-Application / Yr 2009                                                                                                                                                                                                                                                                               | Transportation | Grant Modification    | Expired/No Longer Active | 2008-0404 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | Public Transportation / Vehicle Capital Replacement (VCR) [Rural] FTA Grant TX-04-0042 / PGA No. VCR 0901(24)042 / State No. 51 924F7103                                                                                                                                                                                          | Transportation | Grant Application     | Expired/No Longer Active | 2008-0433 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | State-Local Rural Public Transportation [Rural Transit Grant] MGA No. 517XXF7018 / PGA No. RPT 0903(24) 32 / State No. 51924F7149 / FY 2009                                                                                                                                                                                       | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2009-0041 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | TxDOT / State-Local Public Transportation [Rural Transit Grant] PGA No. RPT 07-0702(24)30 / State No. 51724F7243 / Federal Funds / Amendment 1                                                                                                                                                                                    | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2009-0086 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | TxDOT / State-Local Public Transportation [Rural Transit Grant] State Funds PGA No. RPT 0801(24) / State No. 51824F7018 / Amendment 1                                                                                                                                                                                             | Transportation | Grant Modification    | Expired/No Longer Active | 2007-0212 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | Rural Transit / Grant-Application Part II / Yr 2008                                                                                                                                                                                                                                                                               | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2007-0379 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Non-Urbanized Public Transportation / State-Local Public Transportation Grant-Agreement / PTN No. 51324F4022 / Amendment 2                                                                                                                                                                                                        | Transportation | Grant Application     | Expired/No Longer Active | 2007-0416 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | Non-Urbanized Public Transportation / State-Local Public Transportation Grant-Agreement / PTN No. 51324F4022 / State Project No. 0301(24) 23 / Amendment 3                                                                                                                                                                        | Transportation | Grant Modification    | Expired/No Longer Active | 2003-0076 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Non-Urbanized Public Transportation / State-Local Public Transportation Grant-Agreement / PTN No. 51324F4022 / Amendment 4                                                                                                                                                                                                        | Transportation | Grant Modification    | Expired/No Longer Active | 2003-0113 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | State-Local Public Transportation Grant-Agreement / Propane vehicle / PGA No. 51324F3063 / Yr 2003-2004                                                                                                                                                                                                                           | Transportation | Grant Modification    | Expired/No Longer Active | 2003-0152 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Local Transportation Project Advance Funding Agreements (LPFAA) / Master Agreement (MAFA)                                                                                                                                                                                                                                         | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2003-0153 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | State-Local Public Transportation / Capital Investment Program Grant-Agreement No. 51324F6045 / State Project VCR 0301(24) / Yr 2003-2004                                                                                                                                                                                         | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2003-0174 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | State-Local Rural Public Transportation / Grant Agreement No. RPT /0201(24) 21 / State Project No. 51224F4022 / FTA Grant No TX-18-021 / Amendment 3                                                                                                                                                                              | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2003-0175 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Non-Urbanized Public Transportation / State-Local Public Transportation Grant-Agreement / PTN No. 51324F4022 / Amendment 1                                                                                                                                                                                                        | Transportation | Grant Modification    | Expired/No Longer Active | 2002-0341 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | State-Local Grant Agreement / Capital Investment Program [Capital Purchase] / FTA Grant No. Tx-03-0221 / State Project No. 20500 / Yr 2001                                                                                                                                                                                        | Transportation | Grant Modification    | Expired/No Longer Active | 2002-0445 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Vanspool Program / Congestion Mitigation and Air Quality (CMAQ) / CIS 0924-06-286 / Yr 2006-2007                                                                                                                                                                                                                                  | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2001-0028 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | ITS Integration Project / Congestion Mitigation and Air Quality (CMAQ) Project / Local Transportation Project Advance Funding Agreement (AFA) / CSI 0924-06-289 / Yr 2006                                                                                                                                                         | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2006-0349 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Heavy Duty Alternative Fuel Project /Grant Application No. CSJ0914-06-288 & Resolution                                                                                                                                                                                                                                            | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2006-0388 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Rural Transportation Grant                                                                                                                                                                                                                                                                                                        | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2006-0389 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Rural Transportation Grant / Yr 1995                                                                                                                                                                                                                                                                                              | Transportation | Grant Award/Agreement | Expired/No Longer Active | 1995-0120 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Rural Transit Grant / Amendment 1 - Adds \$31,563                                                                                                                                                                                                                                                                                 | Transportation | Grant Application     | Expired/No Longer Active | 1995-0167 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> | TxDOT / RuralTransitGrant / Grant No TX-18-019 / Yr 2000 - 2001                                                                                                                                                                                                                                                                   | Transportation | Grant Modification    | Expired/No Longer Active | 1999-0221 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Transit Grant / 13(c) Labor Warranty / (Re-sign) / Yr 1998                                                                                                                                                                                                                                                                        | Transportation | Grant Award/Agreement | Expired/No Longer Active | 2000-0168 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Transit Grant / Amendment 5 -Additional \$5K                                                                                                                                                                                                                                                                                      | Transportation | Grant Award/Agreement | Expired/No Longer Active | 1998-0072 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |
| <a href="#">View</a> | Transit Grant / Yr 1999                                                                                                                                                                                                                                                                                                           | Transportation | Grant Modification    | Expired/No Longer Active | 1998-0110 | State of Texas, Department of Transportation(TxDOT) | 0 |                                          |
| <a href="#">View</a> |                                                                                                                                                                                                                                                                                                                                   | Transportation | Grant Award/Agreement | Expired/No Longer Active | 1998-0117 | State of Texas, Department of Transportation(TxDOT) | 0 | 0                                        |

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|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------------------|------------------------------------------------------------|-----------|------------------------------------------------------------------|---|------------|
| <a href="#">View</a> | Transit Grant / Debarment Certification / Yr 1998-1999 San Elizario / Local Project Advance Funding Agreement (LPFA) / Yr 2003                                    | Transportation | Grant Award/Agreement | Expired/No Longer Active                                   | 1998-0138 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | TxDOT / Rural Transit Grant-Application / Yr 2003-2004                                                                                                            | Transportation | Grant Award/Agreement | Expired/No Longer Active                                   | 2003-0335 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-Local Rural Public Transportation / Grant-Agreement No. 51424F7033 / Yr 2003-2004                                                                           | Transportation | Grant Application     | Expired/No Longer Active                                   | 2003-0344 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | Rural Transit Grant-Application                                                                                                                                   | Transportation | Grant Award/Agreement | Expired/No Longer Active                                   | 2003-0372 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | Local Transportation Project Advanced Funding (LPFA) / Congestion Mitigation and Air Quality (CMAQ) Project / CSI No. 0924-06-224 [Travel Center Electricity]     | Transportation | Grant Application     | Expired/No Longer Active                                   | 2003-0413 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | Local Transportation Project Advance Funding Agreement (LPFA) / Congestion Mitigation and Air Quality (CMAQ) / CSI No. 0924-06-242 [Bicycle Paths] / Yr 2003-2004 | Transportation | Grant Award/Agreement | Expired/No Longer Active                                   | 2003-0453 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-Local Public Transportation Grant Agreement / New Bus / PGA No. 51424F714                                                                                   | Transportation | Grant Award/Agreement | Expired/No Longer Active                                   | 2003-0482 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-Local Rural Public Transportation Capital Investment / Grant-Agreement No. 51424F7216 / Yr 2004-2005                                                        | Transportation | Grant Award/Agreement | Expired/No Longer Active                                   | 2004-0149 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-Local Public Transportation / Grant-Agreement No. 51424F7146 / State Project No. ED 0402(24) / Amendment 1                                                  | Transportation | Grant Award/Agreement | Expired/No Longer Active                                   | 2004-0193 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-Local Rural Public Transportation / Grant-Agreement No. 51524F7022 / State Project No. RPT 0501(24) / Amendment 1                                           | Transportation | Grant Modification    | Expired/No Longer Active                                   | 2004-0379 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-Local Rural Transportation / Grant-Agreement No. 51424F7097 / State Project No RPT 0402(24) 27 / Amendment 2                                                | Transportation | Grant Modification    | Expired/No Longer Active                                   | 2005-0001 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-Local Public Transportation Grant Agreement / PTN Grant-Agreement No. 51524F7116 / State Project No. RPT 0502(24)8 / Amendment 3 - Fuel Price Increase      | Transportation | Grant Modification    | Expired/No Longer Active                                   | 2005-0036 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | Bus System / Rural Transit Grant Application / Yr 2006-2007                                                                                                       | Transportation | Grant Modification    | Expired/No Longer Active                                   | 2005-0453 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | TxDOT / State-Local Public Transportation Grant-Agreement No. 51524F7116 / State Project No. RPT 0502(24) 28 / Amendment 2                                        | Transportation | Grant Application     | Expired/No Longer Active                                   | 2006-0029 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-Local Rural Public Transportation / Grant-Agreement No. 51524F7022 / State Project No. RPT 0501(24) / Amendment 2                                           | Transportation | Grant Modification    | Expired/No Longer Active                                   | 2005-0367 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-Local Rural Public Transportation / Grant Agreement No. RPT 0201(24) 21 / State Project No. 51224F4022 / FTA Grant No TX-18-021 / Amendment 1               | Transportation | Grant Modification    | Expired/No Longer Active                                   | 2005-0273 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-Local Grant Agreement / Capital Investment Program [Capital Purchase] / FTA Grant No. Tx-03-0221/ State Project No. 20500 / Amendment 1                     | Transportation | Grant Modification    | Expired/No Longer Active                                   | 2002-0066 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-local Rural Public Transportation Grant Agreement No. 51524F7116 / State Project No. RPT 0502(24) 28 / Yr 2005-2006                                         | Transportation | Grant Modification    | Expired/No Longer Active                                   | 2002-0117 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | State-Local Transportation Grant-Agreement No. 51524F7116 / State Project No. RPT 0502(24) 28 / Amendment 1                                                       | Transportation | Grant Award/Agreement | Expired/No Longer Active                                   | 2005-0081 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | TTI / TransportationStudies-Research / Tech Assist                                                                                                                | Transportation | Grant Modification    | Expired/No Longer Active                                   | 2005-0148 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | Clint / Rural Transit Bus System Cost Sharing Interlocal                                                                                                          | Transportation | Interlocal Agreement  | Expired/No Longer Active                                   | 2009-0040 | State of Texas, Texas Transportation Institute (Texas A & M)     | 0 | 0          |
| <a href="#">View</a> | Vanpool Program / Extension 2 - Yr 2012-2013                                                                                                                      | Transportation | Interlocal Agreement  | Expired/No Longer Active                                   | 2005-0233 | City- Town of Clint                                              | 0 | 0          |
| <a href="#">View</a> | Vanpool Program / Yr 2013-2015                                                                                                                                    | Transportation | Contract Modification | Expired/No Longer Active                                   | 2012-0013 | VPSI, Inc.                                                       | 0 | 0          |
| <a href="#">View</a> | Vanpool Program / Extension 1 - Yr 2011-2012                                                                                                                      | Transportation | Services              | Expired/No Longer Active                                   | 2008-0042 | VPSI, Inc.                                                       | 0 | 0          |
| <a href="#">View</a> | EPCC / Rural Transit Bus System Cost Sharing Interlocal                                                                                                           | Transportation | Contract Modification | Expired/No Longer Active                                   | 2011-0019 | VPSI, Inc.                                                       | 0 | 0          |
| <a href="#">View</a> | Far West Texas / Transportation Plan / Yr 2007                                                                                                                    | Transportation | Interlocal Agreement  | Expired/No Longer Active                                   | 2005-0234 | El Paso Community College (EPCC)                                 | 0 | 0          |
| <a href="#">View</a> | Far West Texas [Office Space] / Transportation Plan / Yr 2006                                                                                                     | Transportation | Interlocal Agreement  | Expired/No Longer Active                                   | 2007-0055 | Presidio County                                                  | 0 | 0          |
| <a href="#">View</a> | Public Transportation Planning Services / Staffing Funds / Yr 2008                                                                                                | Transportation | Interlocal Agreement  | Expired/No Longer Active                                   | 2006-0283 | Presidio County                                                  | 0 | 0          |
| <a href="#">View</a> | Transit System / Operation / Amendment 3 -Expanded Route                                                                                                          | Transportation | Interlocal Agreement  | Expired/No Longer Active                                   | 2008-0230 | Midland-Odessa Urban Transit District (UTD)                      | 0 | \$9,500.00 |
| <a href="#">View</a> | Rural Transit Program / Upper Valley Route / Transit Service Contractor Agmt / Yr 1999-2000                                                                       | Transportation | Contract Modification | Expired/No Longer Active                                   | 2001-0094 | Sunset Coaches                                                   | 0 | 0          |
| <a href="#">View</a> | Transportation & Coordination Grant / CTAA-FTA Joblinks 06-08                                                                                                     | Transportation | Services              | Expired/No Longer Active                                   | 1999-0079 | Sunset Coaches                                                   | 0 | 0          |
| <a href="#">View</a> | Transportation & Coordination Grant / CTAA-FTA Joblinks 06-08 / Amendment 1- Extend Time                                                                          | Transportation | Grant Award/Agreement | Expired/No Longer Active                                   | 2006-0473 | Community Transportation Association of America (CTAA)           | 0 | 0          |
| <a href="#">View</a> | Bus Services / Mobility Impaired Transit / Amendment 1                                                                                                            | Transportation | Grant Modification    | Expired/No Longer Active                                   | 2007-0159 | Community Transportation Association of America (CTAA)           | 0 | 0          |
| <a href="#">View</a> | Far West Texas / Regional Coordinated Transportation Planning Project                                                                                             | Transportation | Contract Modification | Legal Review Suspended                                     | 2005-0436 | League of United Latin American Citizens (LULAC) Project Amistad | 0 | 0          |
| <a href="#">View</a> | Grant Agreement [PGA] No. 510XF7009 / MGA No. 51700F7018 / State No. REG 1009 (S1) / [SEE 2009-0518]                                                              | Transportation | Grant Modification    | Legal Review Suspended                                     | 2009-0435 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | Rural Transit Grant / State Match Funds / Project Grant Agreement / PGA No. 51224F7017 / MA No. 512XXF7050 [DUPLICATE SEE 2011-0419]                              | Transportation | Grant Award/Agreement | Legal Review Suspended                                     | 2011-0349 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | Concordia / Landscape Cost Sharing For Governmental Entities / Project Grant 0924-06-169 / Change Order 15                                                        | Transportation | Grant Award/Agreement | Legal Review Suspended                                     | 2006-0200 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | Intercity Bus Program / Rural Transit Grant-Agreement No. 51524F70781                                                                                             | Transportation | Grant Modification    | Legal Review Suspended                                     | 2005-0098 | State of Texas, Department of Transportation(TxDOT)              | 0 | 0          |
| <a href="#">View</a> | Transit / advertising / Bus Stops                                                                                                                                 | Transportation | Other                 | Legal Review Suspended                                     | 2001-0055 | Pinnacle Media                                                   | 0 | 0          |
| <a href="#">View</a> | Sun Metro Rural Transit Service / Interlocal Agreement / Yr 2019-2024                                                                                             | Transportation | Grant Award/Agreement | Terminated/Rescinded                                       | 2019-0598 | City- El Paso                                                    | 0 | 0          |
| <a href="#">View</a> | Sun Metro Rural transit Program / Fuel Contract                                                                                                                   | Transportation | Interlocal Agreement  | Terminated/Rescinded                                       | 2010-0364 | City- El Paso, Mass Transit Department Board                     | 0 | 0          |
| <a href="#">View</a> | Rural Transit Bus System Cost Sharing Interlocal / Yr 2005-2006                                                                                                   | Transportation | Interlocal Agreement  | Terminated/Rescinded                                       | 2005-0217 | City- Socorro                                                    | 0 | 0          |
| <a href="#">View</a> | Transit System / Operation / Amendment 1 -Termination 12/31/97                                                                                                    | Transportation | Contract Modification | Terminated/Rescinded                                       | 1997-0155 | Sunset Coaches                                                   | 0 | 0          |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / 3rd Option to Renew / Yr 2019-2020                                                                      | Transportation | Contract Modification | Withdrawn/Not Executed                                     | 2019-0597 | State of New Mexico, Department of Transportation(NMDOT)         | 0 | 0          |
| <a href="#">View</a> | NMDOT / El Paso-Las Cruces Bus Service [NM Park & Ride] / Amendment 1- Extend Yr 2016-2017                                                                        | Transportation | Contract Modification | Contract Rejected by Other Party-No agreement Entered Into | 2016-0642 | State of New Mexico, Department of Transportation(NMDOT)         | 0 | 0          |

| Contract Search Results - 2/5/2026 12:17:05 AM UTC |                                                                                        |                 |          |                            |              |            |                 |                       |              |
|----------------------------------------------------|----------------------------------------------------------------------------------------|-----------------|----------|----------------------------|--------------|------------|-----------------|-----------------------|--------------|
| Column1                                            | Subject Matter                                                                         | Department      | TypeName | StatusName                 | Contract No. | VendorName | Contract Amount | Total Contract Amount | Mod Amount   |
| <a href="#">View</a>                               | NR / Commissioner's Court / EPATS Employment Matters / Director<br>Position / J. Andoh | Human Resources | Other    | Fully Executed/Live (Term) | 2025-0561    | John Andoh | 0               |                       | \$153,198.53 |

| Contract Search Results - 2/5/2026 12:18:07 AM UTC |                                                                                                                            |                    |                   |                          |              |                                                     |                 |                       |            |
|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|--------------------|-------------------|--------------------------|--------------|-----------------------------------------------------|-----------------|-----------------------|------------|
| Column1                                            | Subject Matter                                                                                                             | Department         | TypeName          | StatusName               | Contract No. | VendorName                                          | Contract Amount | Total Contract Amount | Mod Amount |
| <a href="#">View</a>                               | Far West Texas / Regional Coordinated Transportation Planning / Grant- Application / PIN No. 17460007622063 / Yr 2016-2017 | Community Services | Grant Application | Expired/No Longer Active | 2015-0221    | State of Texas, Department of Transportation(TxDOT) | 0               |                       |            |

Appendix C - Fleet Inventory

| Unit # | VIN#              | Year | Make | Model / Type     | Vehicle Type | Passenger Capacity | ETA Branding | Engine    | Plate    | Current Miles<br>1/31/2026 | FTA Useful<br>Life Years | FTA Useful<br>Life Miles | Fuel Type | Met Useful<br>Life? | Comments                                            | Other Comments   |
|--------|-------------------|------|------|------------------|--------------|--------------------|--------------|-----------|----------|----------------------------|--------------------------|--------------------------|-----------|---------------------|-----------------------------------------------------|------------------|
| 336    | 1FDFE4FS1JDC16473 | 2019 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | DO NOT DO    | 6.8L V-10 | 134 5532 | 195,906                    | 7                        | 200,000                  | CNG       | Yes                 | REMOVE FROM FLEET NOW                               |                  |
| 337    | 1FDFE4FS3KDC51341 | 2019 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | DO NOT DO    | 6.8L V-10 | 142 3691 | 177,707                    | 7                        | 200,000                  | CNG       | Yes                 | REMOVE FROM FLEET NOW                               |                  |
| 338    | 1FDFE4FSXKDC51353 | 2019 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 6.8L V-10 | 142 3692 | 193,294                    | 7                        | 200,000                  | CNG       | Yes                 | REMOVE FROM FLEET NOW                               |                  |
| 339    | 1FDFE4FS3KDC51324 | 2019 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | DO NOT DO    | 6.8L V-10 | 142 3689 | 208,303                    | 7                        | 200,000                  | CNG       | Yes                 | REPLACE WITH NEW CNG                                |                  |
| 340    | 1FDFE4FS2KDC51332 | 2019 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 6.8L V-10 | 142 3690 | 210,081                    | 7                        | 200,000                  | CNG       | Yes                 |                                                     |                  |
| 341    | 1FDFE4FS0KDC51331 | 2019 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | DO NOT DO    | 6.8L V-10 | 142 3688 | 211,986                    | 7                        | 200,000                  | CNG       | Yes                 | REPLACE WITH NEW CNG                                |                  |
| 342    | 1FDFE4FS7KDC51357 | 2019 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 6.8L V-10 | 142 3686 | 213,200                    | 7                        | 200,000                  | CNG       | Yes                 |                                                     |                  |
| 343    | 1FDFE4FS1KDC51337 | 2019 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 6.8L V-10 | 142 3687 | 208,920                    | 7                        | 200,000                  | CNG       | Yes                 |                                                     |                  |
| 344    | 1FDFE4FS4KDC72649 | 2020 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | DO NOT DO    | 6.8L V-10 | 142 6965 | 203,663                    | 7                        | 200,000                  | CNG       | Yes                 | REPLACE WITH NEW CNG                                |                  |
| 345    | 1FDFE4FS8KDC72668 | 2020 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | DO NOT DO    | 6.8L V-10 | 142 6964 | 197,102                    | 7                        | 200,000                  | CNG       | Almost              | REPLACE WITH NEW CNG                                |                  |
| 346    | 1FDFE4FN9MDC25954 | 2021 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 145 5077 | 138,447                    | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 347    | 1FDFE4FN0MDC25955 | 2021 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 145 5078 | 133,658                    | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 348    | 1FDFE4FN4MDC25957 | 2021 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 142 7178 | 145,810                    | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 349    | 1FDFE4FN8MDC25959 | 2021 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 145 5079 | 161,303                    | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 350    | 1FDFE4FN4RDD17741 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 154 9941 | 35,163                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 351    | 1FDFE4FN2RDD17754 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 154 9942 | 20,367                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 352    | 1FDFE4FN6RDD17059 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 154 9944 | 31,889                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 353    | 1FDFE4FN3RDD17715 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 154 9945 | 23,731                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 354    | 1FDFE4FN5RDD17716 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 154 9947 | 25,782                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 355    | 1FDFE4FN6RDD17739 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 154 9943 | 21,283                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 356    | 1FDFE4FNXRDD17758 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 154 9946 | 30,792                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 357    | 1FDFE4FN1SDD14401 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 126 7921 | 22,171                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 358    | 1FDFE4FN9SDD14436 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 161 9149 | 22,522                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 359    | 1FDFE4FNXSDD14445 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 126 7922 | 25,892                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 360    | 1FDFE4FN2SDD14519 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 161 9147 | 17,096                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| 361    | 1FDFE4FN2SDD14603 | 2024 | FORD | E-450-Glaval     | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | 161 9148 | 24,434                     | 7                        | 200,000                  | CNG       | No                  |                                                     |                  |
| NEW    | TBD               | 2026 | FORD | Glaval Universal | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | TBD      | TBD                        | 7                        | 200,000                  | CNG       | No                  | 5339 grant, expansion for Routes 11, 21, 40X and 84 | Mar-26           |
| NEW    | TBD               | 2026 | FORD | Glaval Universal | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | TBD      | TBD                        | 7                        | 200,000                  | CNG       | No                  | 5339 grant, expansion for Routes 11, 21, 40X and 84 | Mar-26           |
| NEW    | TBD               | 2026 | FORD | Glaval Universal | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | TBD      | TBD                        | 7                        | 200,000                  | CNG       | No                  | 5339 grant, expansion for Routes 11, 21, 40X and 84 | Mar-26           |
| NEW    | TBD               | 2026 | FORD | Glaval Universal | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | TBD      | TBD                        | 7                        | 200,000                  | CNG       | No                  | 5339 grant, expansion for Routes 11, 21, 40X and 84 | Mar-26           |
| NEW    | TBD               | 2026 | FORD | Glaval Universal | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | TBD      | TBD                        | 7                        | 200,000                  | CNG       | No                  | 5339 grant, expansion for Routes 11, 21, 40X and 84 | Mar-26           |
| NEW    | TBD               | 2026 | FORD | Glaval Universal | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | TBD      | TBD                        | 7                        | 200,000                  | CNG       | No                  | 5339 grant, expansion for Routes 11, 21, 40X and 84 | Mar-26           |
| NEW    | TBD               | 2026 | FORD | Glaval Universal | Type III     | 16 with 2 W/C      | YES          | 7.3L V-8  | TBD      | TBD                        | 7                        | 200,000                  | CNG       | No                  | 5339 grant, expansion for Routes 11, 21, 40X and 84 | Mar-26           |
| NEW    | TBD               | 2026 | TBD  | Electric Van     | Type III     | 9 with 2 W/C       | YES          | TBD       | TBD      | TBD                        | 4                        | 100,000                  | Electric  | No                  | TxDOT state grant, expansion only - ETA access      | Summer/Fall 2026 |
| NEW    | TBD               | 2026 | TBD  | Electric Van     | Type III     | 9 with 2 W/C       | YES          | TBD       | TBD      | TBD                        | 4                        | 100,000                  | Electric  | No                  | TxDOT state grant, expansion only - ETA access      | Summer/Fall 2026 |
| NEW    | TBD               | 2026 | TBD  | Electric Van     | Type III     | 9 with 2 W/C       | YES          | TBD       | TBD      | TBD                        | 4                        | 100,000                  | Electric  | No                  | TxDOT state grant, expansion only - ETA access      | Summer/Fall 2026 |
| NEW    | TBD               | 2026 | TBD  | Electric Van     | Type III     | 9 with 2 W/C       | YES          | TBD       | TBD      | TBD                        | 4                        | 100,000                  | Electric  | No                  | TxDOT state grant, expansion only - ETA access      | Summer/Fall 2026 |

| Route          | Maximum Peak |
|----------------|--------------|
| 10             | 2            |
| 20             | 2            |
| 30             | 2            |
| 31             | 2            |
| 40             | 1            |
| 50             | 2            |
| Total Current  | 11           |
| 11             | 2            |
| 21             | 2            |
| 40X            | 1            |
|                |              |
| 48             | 2            |
| Total Expanded | 7            |
| Total Combined | 18           |

|                                                                                                               |  |  |  |     |
|---------------------------------------------------------------------------------------------------------------|--|--|--|-----|
| FTA recommended spare ratio for urban areas for fleets 50 or larger. Anything beyond that must be reasonable. |  |  |  | 20% |
|---------------------------------------------------------------------------------------------------------------|--|--|--|-----|

| Status Quo                             | Current | After New CNG Added | If we add 11, 21, 40X and 48 |
|----------------------------------------|---------|---------------------|------------------------------|
| Adjusted Total Fleet (Total + Changes) | 26      | 26                  | 26                           |
| Grand Total                            | 26      | 26                  | 26                           |
| Beginning Peak Requirement             | 11      | 11                  | 11                           |
| Service Changes                        |         |                     |                              |
| Route Reductions                       |         |                     |                              |
| New or Expanded Routes                 | 0       | 0                   | 7                            |
| End Peak Requirement                   | 11      | 11                  | 18                           |
| Spare Buses                            | 15      | 15                  | 15                           |
| Spare Ratio                            | 136%    | 136%                | 44%                          |

| Recommended                            | Current | After New CNG Added | If we add 11, 21, 40X and 48 |
|----------------------------------------|---------|---------------------|------------------------------|
| Adjusted Total Fleet (Total + Changes) | 26      | 26                  | 26                           |
| Grand Total                            | 26      | 26                  | 26                           |
| Beginning Peak Requirement             | 11      | 11                  | 11                           |
| Service Changes                        |         |                     |                              |
| Route Reductions                       |         |                     |                              |
| New or Expanded Routes                 | 0       | 0                   | 7                            |
| End Peak Requirement                   | 11      | 11                  | 18                           |
| Spare Buses                            | 15      | 15                  | 8                            |
| Spare Ratio                            | 136%    | 136%                | 44%                          |
| Remove from Fleet                      | 0       | 0                   | 0                            |

JUSTIFICATION - add routes in FTY 2022, 4 electric buses have limited range, Buses delivered in 2025/2026 increases spare for new service to be launched in September 2026.

| Unit # | VIN#              | EPC Tag # | Year | Make | Model / Type   | Engine | Plate    | Current Miles 8/12/2025 | FTA Useful Life Years | FTA Useful Life Miles | Fuel Type |
|--------|-------------------|-----------|------|------|----------------|--------|----------|-------------------------|-----------------------|-----------------------|-----------|
| 0124   | 3C6MRVUG1PE544236 |           | 2023 | RAM  | 3500-Promaster | 3.6L   | 1549863  | 26,678                  | 4                     | 100,000               | Gasoline  |
| 0224   | 3C6MRVUG0PE533275 |           | 2023 | RAM  | 3500-Promaster | 3.6L   | 1549864  | 23,869                  | 4                     | 100,000               | Gasoline  |
| 0324   | 3C6MRVUG0PE544096 |           | 2023 | RAM  | 3500-Promaster | 3.6L   | 1549865  | 28,614                  | 4                     | 100,000               | Gasoline  |
| 0424   | 3C6MRVUG2PE544178 |           | 2023 | RAM  | 3500-Promaster | 3.6L   | 154 9866 | 21,946                  | 4                     | 100,000               | Gasoline  |
| 0524   | 3C6MRVUG5PE566580 | G000049   | 2023 | RAM  | 3500-Promaster | 3.6L   | 160 5176 | 9,120                   | 4                     | 100,000               | Gasoline  |
| 0624   | 3C6MRVUG2PE566584 | G000050   | 2023 | RAM  | 3500-Promaster | 3.6L   | 160 5175 | 6,725                   | 4                     | 100,000               | Gasoline  |
| 0724   | 3C6MRVUG9PE566615 | G000051   | 2023 | RAM  | 3500-Promaster | 3.6L   | 160 5174 | 8,511                   | 4                     | 100,000               | Gasoline  |
| 0824   | 3C6MRVUG1PE561358 | G000052   | 2023 | RAM  | 3500-Promaster | 3.6L   | 160 5173 | 9,641                   | 4                     | 100,000               | Gasoline  |
| 0924   | 3C6MRVUG8PE527661 | G000167   | 2025 | RAM  | 3500-Promaster | 3.6L   | NA       | 351                     | 4                     | 100,000               | Gasoline  |
| 01024  | 3C6MRVUG9PE553637 | G000166   | 2025 | RAM  | 3500-Promaster | 3.6L   | NA       | 401                     | 4                     | 100,000               | Gasoline  |

| Unit # | VIN#              | EPC Tag # | Year | Make      | Model / Type | Engine | Plate TX | Fuel Type | Used by  | Current Miles |
|--------|-------------------|-----------|------|-----------|--------------|--------|----------|-----------|----------|---------------|
| 0576   | 1GNSKNKDOPR180576 | 198243    | 2023 | Chevrolet | TAHOE LT 4X4 | 5.3L   | 142 0223 | Gasoline  | Transdev |               |
| 0586   | 1GNSKNKD3P2180586 | 198241    | 2023 | Chevrolet | TAHOE LT 4X4 | 5.3L   | 145 5252 | Gasoline  | County   |               |
| 0626   | 1GNSKNKDOPR180626 | 198242    | 2023 | Chevrolet | TAHOE LT 4X4 | 5.3L   | 145 5250 | Gasoline  | County   |               |

## Appendix D Bus Stop and Shelter Inventory

| STOP ID              | Category I (Full Passenger Shelter) | Location (Closest Cross Street)                                 | Municipality                           | Route                                   | OB/IB     | Notes                                                                                                                                                                                                                                                                   |
|----------------------|-------------------------------------|-----------------------------------------------------------------|----------------------------------------|-----------------------------------------|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10001                | 1                                   | WESTWAY BLVD & DE ALVA DR.                                      | Westway/Vinton/El Paso County          | 11                                      | IB        | No current route passes by location - ETA will adjust Route 10 slightly to pass by this location (Signage to remain Route 10 OB - 10 "Anthony, TX")                                                                                                                     |
| 20002                | 2                                   | STACEY ANNE DR. & MARK JASON DR.                                | Homestead Meadows South/El Paso County | NEW 20 Alignment                        | IB        | No current route passes in front of this location - would need to implement new 20 alignment or make slight adjustment to current 20 alignment (current route passes in front of the Montana Vista Elementary school; current shelter is located on side of MVE school) |
| 20003                | 3                                   | DESSERT MEADOWS RD. & MONTANA AVE.                              | Homestead Meadows South/El Paso County | NEW 20 Alignment & Current 20 Alignment | See Notes | NEW 20 Alignment this shelter is IB; Current 20 Alignment this shelter is OB/IB                                                                                                                                                                                         |
| 20001                | 4                                   | GREG DR. & MARK JASON DR.                                       | Homestead Meadows South/El Paso County | NEW 20 Alignment & Current 20 Alignment | See Notes | NEW 20 Alignment this shelter is IB; Current 20 Alignment this shelter is OB/IB                                                                                                                                                                                         |
| 20004                | 5                                   | OLEARY DR. & MARSHA RD.                                         | Homestead Meadows North/El Paso Couty  | NEW 21 Alignment & Current 20 Alignment | OB        |                                                                                                                                                                                                                                                                         |
| 30001                | 6                                   | DARRINGTON RD. & HORIZON BLVD. (Side of Walmart off Darrington) | Horizon City                           | 30                                      | OB        | IF/When we ever run Peak/Off-Peak this location would serve 31 as well                                                                                                                                                                                                  |
| 30002                | 7                                   | HORIZON BLVD. & DARRINGTON RD. (Horizon City PW)                | Horizon City                           | 30                                      | IB        | IF/When we ever run Peak/Off-Peak this location would serve 31 as well                                                                                                                                                                                                  |
| 31002                | 8                                   | AGUA CLARA ST. & EL ROSIO AVE.                                  | Ascencion/El Paso County               | 31                                      | OB        |                                                                                                                                                                                                                                                                         |
| 31001                | 9                                   | EMERALD PASS DR. & STATE ST. (AMAZON)                           | El Paso County                         | 31                                      | OB        |                                                                                                                                                                                                                                                                         |
| 31003                | 10                                  | EMERALD PASS DR. & ROJAS DR. (AMAZON)                           | El Paso County                         | 31                                      | IB        |                                                                                                                                                                                                                                                                         |
| 40001                | 11                                  | TORNILLO & OT SMITH                                             | Tornillo/El Paso County                | 40                                      | OB        | Potential to serve as 40X IB                                                                                                                                                                                                                                            |
|                      |                                     |                                                                 |                                        |                                         |           |                                                                                                                                                                                                                                                                         |
| <b>STOP ID Count</b> | <b>11</b>                           |                                                                 |                                        |                                         |           |                                                                                                                                                                                                                                                                         |

| Stop ID | Route      | Location                                                                                          | Notes                   | Category | Current Sun Metro Stop with Sign | Potential to Add ETA Sign | Recommended to Add ETA Sign                              | Removal & Install | Install Only | Remove Only |                                                                                                                                                                        |
|---------|------------|---------------------------------------------------------------------------------------------------|-------------------------|----------|----------------------------------|---------------------------|----------------------------------------------------------|-------------------|--------------|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 30000   |            | Mission Valley Transit Center                                                                     | Existing Sun Metro Stop |          |                                  | Yes                       | Yes                                                      |                   | 1            |             | Need to Discuss with SM Signage Options - Possible G Post                                                                                                              |
|         | 30, 40     | Alameda Ave @ Old Pueblo Rd                                                                       | Existing Sun Metro Stop | 2        | Yes                              | Yes                       | No                                                       |                   |              | 1           |                                                                                                                                                                        |
| 30021   | 30, 40, OB | Alameda Ave @ Cananea Ln                                                                          | Existing Sun Metro Stop | 2        | Yes                              | Yes                       | Yes                                                      |                   | 1            |             | needs replacing - to short                                                                                                                                             |
| 30022   | 30, 40 IB  | Alameda Ave @ Cananea Ln                                                                          | Existing Sun Metro Stop | 2        | Yes                              | Yes                       | Yes                                                      |                   | 1            |             | needs replacing - non break away, to short                                                                                                                             |
|         | 30, 40, IB | Alameda Ave @ Gaspar St                                                                           | Existing Sun Metro Stop | 3        | Yes                              |                           | No                                                       |                   |              |             | No Signage - Did Not See                                                                                                                                               |
| 30023   | 30, 40 OB  | Alameda Ave @ Presa Pl                                                                            | Existing Sun Metro Stop | 3        | Yes                              | Yes                       | Yes                                                      |                   | 1            |             | needs replacing - to short                                                                                                                                             |
| 30024   | 30, 40 IB  | Alameda Ave @ Presa Pl                                                                            | Existing Sun Metro Stop | 3        | Yes                              | Yes                       | Yes                                                      |                   | 1            |             | needs replacing - to short                                                                                                                                             |
| 30025   | 30, 40 OB  | Alameda Ave @ Carnes Rd                                                                           | Existing Sun Metro Stop | 2        | Yes                              | Yes                       | Yes                                                      |                   | 1            |             | needs replacing - to short                                                                                                                                             |
| 30026   | 30, 40 IB  | Alameda Ave @ Carnes Rd                                                                           | Existing Sun Metro Stop | 3        | Yes                              | Yes                       | Yes                                                      |                   | 1            |             | needs replacing - to short                                                                                                                                             |
| 30027   | 30, 40 OB  | Alameda Ave @ Americas Ave                                                                        | Existing Sun Metro Stop | 1        | Yes                              | Yes                       | Yes                                                      |                   | 1            |             | needs replacing - to short                                                                                                                                             |
| 30028   | 30, 40 IB  | Alameda Ave @ Americas Ave                                                                        | Existing Sun Metro Stop | 1        | Yes                              | Yes                       | Yes                                                      |                   | 1            |             | needs replacing - to short                                                                                                                                             |
| 30029   | 30, 40 OB  | Alameda Ave @ Ivey Rd                                                                             | Existing Sun Metro Stop | 3        | Yes                              | Yes                       | Yes                                                      |                   | 1            |             | needs replacing - to short                                                                                                                                             |
|         | 30, 40 OB  | Alameda Ave @ Ingleswood Dr                                                                       | Existing Sun Metro Stop | 3        | Yes                              | Yes                       | No                                                       |                   |              |             |                                                                                                                                                                        |
| 30030   | 30, 40 OB  | Alameda Ave @ Rafael Septian Ln                                                                   | Existing Sun Metro Stop | 3        | Yes                              | Yes                       | Yes                                                      |                   | 1            |             | needs replacing - non break away - to short                                                                                                                            |
| 31022   | 31 OB/IB   | Mission Del Paso @ EPOC                                                                           | Existing Sun Metro Stop | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - to short-non break away                                                                                                                              |
| 30031   | 30 IB      | Horizon Blvd @ Montevideo St                                                                      |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | GOOD                                                                                                                                                                   |
| 30032   | 30 IB      | Horizon Blvd @ Monte Alto Dr                                                                      |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | GOOD                                                                                                                                                                   |
| 30033   | 30 IB      | Horizon Blvd @ Across Horizon Bakery                                                              |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | GOOD                                                                                                                                                                   |
|         | 30 IB      | Horizon Blvd @ Herman Ln                                                                          |                         | 3        | Yes                              | Yes                       | No                                                       |                   |              | 1           |                                                                                                                                                                        |
|         | 30 IB      | Horizon Blvd @ North Loop Dr                                                                      |                         | 3        | Yes                              | Yes                       | No                                                       |                   |              |             | Already in Plan Set for Category III - off HORIZON BY CIRCLE & ENTRANCE                                                                                                |
| 30034   | 30 IB      | Horizon Blvd @ Horn Cir                                                                           |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
| 30035   | 30 IB      | Horizon Blvd @ Patti Jo Dr                                                                        |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
| 30036   | 30 IB      | Horizon Blvd @ Robin Dr                                                                           |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
| 40014   | 40 OB      | Alameda Ave @ Horizon Blvd                                                                        |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | GOOD- square tubing                                                                                                                                                    |
| 40015   | 40 OB      | Alameda Ave @ Place Rd                                                                            |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | GOOD- square tubing                                                                                                                                                    |
|         | 40 OB      | Alameda Ave @ Shanda Cir                                                                          |                         | 2        | Yes                              | Yes                       | No                                                       |                   |              | 1           |                                                                                                                                                                        |
|         | 40 OB      | Alameda Ave @ Sun Park Rd                                                                         |                         | 2        | Yes                              | Yes                       | No                                                       |                   |              | 1           |                                                                                                                                                                        |
| 40016   | 40 OB      | Alameda Ave @ Vineyard Rd                                                                         |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
| 40017   | 40 OB      | Alameda Ave @ Passmore Rd                                                                         |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
|         | 40 OB      | Alameda Ave @ Jesus Barrera Ave                                                                   |                         | 2        | Yes                              | Yes                       | No                                                       |                   |              | 1           |                                                                                                                                                                        |
| 40018   | 40 OB      | Alameda Ave @ Melton Rd                                                                           |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | GOOD- square tubing                                                                                                                                                    |
|         | 40 OB      | Alameda Ave @ Vinney                                                                              |                         | 2        | Yes                              | Yes                       | No                                                       |                   |              | 1           |                                                                                                                                                                        |
| 40019   | 40 OB      | Alameda Ave @ Camino De La Rosa Rd                                                                |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away- to short                                                                                                                             |
| 40020   | 40 OB      | Alameda Ave @ Jeff Jones Dr                                                                       |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away- to short                                                                                                                             |
| 40021   | 40 OB      | Alameda Ave @ Velasco Way                                                                         |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away- to short                                                                                                                             |
|         | 50 IB      | Clint Rd @ Alameda Ave                                                                            |                         | 3        | No                               | No                        | No                                                       |                   |              | 1           |                                                                                                                                                                        |
| 50018   | 50 IB      | FM 1110/San Elizario Rd @ Hansard Dr                                                              |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
| 50019   | 50 IB      | FM 1110/San Elizario Rd @ Rio Negro Dr                                                            |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
| 50020   | 50 IB      | FM 1110/San Elizario Rd @ Campo Bello Dr                                                          |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | GOOD- square tubing                                                                                                                                                    |
| 50021   | 50 IB      | FM 1110/San Elizario Rd @ Camino Barrial                                                          |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
| 50022   | 50 IB      | Rio Grande St/San Elizario Rd @ Camino De La Rosa Rd                                              |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
|         | 50 IB      | Main St @ Adobe Houseshoe (Presidio Chapel)                                                       |                         | 3        | No                               | Yes                       | No for Fixed-Route - Potential Yes for GPDR/Microtransit |                   |              | 1           | Potential to use location for GPDR/Microtransit / needs replacing - non break away- to short                                                                           |
|         | 50 IB      | Socorro Rd @ San Elizario Rd. (Presidio)                                                          |                         |          | No                               | No                        | No                                                       |                   |              |             | This is a "stop" on current Route 50 but there is no sign for either EPCT or SM here and there is not one identified in the Plan Set for this project                  |
| 50002   | 50 OB      | Socorro Rd @ Paseo Del Convento (Presidio Chapel)                                                 |                         | 3        |                                  | Yes                       | Yes                                                      | 1                 |              |             | GOOD                                                                                                                                                                   |
| 50023   | 50 IB      | Socorro Rd @ San Antonio Ave                                                                      |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
| 50024   | 50 IB      | Socorro Rd @ Borrego Rd                                                                           |                         | 2        | No                               | Yes                       | No                                                       | 1                 |              |             | No infrastructure exist                                                                                                                                                |
|         | 50 IB/OB   | Socorro Rd @ Herradura Ave                                                                        |                         | 2        | Yes                              | Yes                       | No                                                       |                   |              |             | There is no stop location/existing pole for OB - this is an existing location on current Route 50 - IB is in the Plan Set                                              |
| 50003   | 50 OB      | Socorro Rd @ Thompson Rd                                                                          |                         | 3        |                                  | Yes                       | Yes                                                      | 1                 |              |             | OB - EPCT/ GOOD                                                                                                                                                        |
| 50041   | 50 IB      | Socorro Rd @ Thompson Rd                                                                          |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | IB - Sun Metro/ needs replacing - non break away                                                                                                                       |
| 50025   | 50 IB      | Socorro Rd @ Brisa Del Valle Dr                                                                   |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
| 50004   | 50 IB/OB   | Licon's Dairy Azaderos, 11951 Glorietta Rd                                                        |                         | 3        | No                               | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away-to short- potential to relocate                                                                                                       |
| 50005   | 50 OB      | Socorro Rd @ Fray Vargas Dr                                                                       |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | GOOD                                                                                                                                                                   |
|         | 50 IB      | Socorro Rd @ Fray Vargas Dr                                                                       |                         |          |                                  | No                        | No                                                       |                   |              |             | This is a "stop" on current Route 50 but there is no sign for either EPCT or SM here and there is not one identified in the Plan Set for this project                  |
| 50026   | 50 IB      | Socorro Rd @ Lisa Diane Rd                                                                        |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | GOOD                                                                                                                                                                   |
| 50006   | 50 OB      | Socorro Rd @ Passmore Rd                                                                          |                         | 3        |                                  | Yes                       | Yes                                                      | 1                 |              |             | CAT 3 = OB EPCT/ GOOD                                                                                                                                                  |
| 50027   | 50 IB      | Socorro Rd @ Passmore Rd                                                                          |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | CAT 2 = IB Sun Metro/ needs replacing non break away- short post                                                                                                       |
|         | 50 IB      | Socorro Rd @ Vineyard Rd                                                                          |                         | 2        | Yes                              |                           | No                                                       |                   |              |             | No Signage - Did Not See                                                                                                                                               |
| 50028   | 50 IB      | 601 Tiwa Rd                                                                                       |                         | 3        | No                               | No                        | Yes                                                      | 1                 |              |             | needs replacing - non break away-to short- move closer to edge of curb                                                                                                 |
| 50007   | 50 IB/OB   | Ysleta del Sur Pueblo Recreation & Wellness Center 11200 Santos Sanchez St (Entertainment Center) |                         | 3        | No                               | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away-to short-                                                                                                                             |
| 50029   | 50 IB      | Socorro Rd @ F E Jackson Rd                                                                       |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
|         | 50 OB      | Socorro Rd @ Zebu Rd                                                                              |                         |          |                                  | No                        | No                                                       |                   |              |             | This is a "stop" on current Route 50 but there is no sign for either EPCT or SM here and there is not one identified in the Plan Set for this project - For OB No Pole |
| 50030   | 50 IB      | Socorro Rd @ Zebu Rd                                                                              |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
| 50031   | 50 IB      | Socorro Rd @ Anahi                                                                                |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
|         | 50 IB      | 10600 Socorro Rd                                                                                  |                         | 3        | Yes                              | Yes                       | No                                                       |                   |              | 1           |                                                                                                                                                                        |
| 50008   | 50 OB      | Socorro Rd @ Bovee Rd                                                                             |                         | 3        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | CAT 3 = OB EPCT/ GOOD                                                                                                                                                  |
| 50032   | 50 IB      | Socorro Rd @ Bovee Rd                                                                             |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | CAT 2 = IB Sun Metro/ needs replacing non break away- short post                                                                                                       |
| 50033   | 50 IB      | Socorro Rd @ Holguin Rd                                                                           |                         | 2        | Yes                              | Yes                       | Yes                                                      | 1                 |              |             | needs replacing - non break away                                                                                                                                       |
|         | 50 IB      | Socorro Rd @ Belen Rd                                                                             |                         |          | Yes                              | Yes                       | No                                                       |                   |              |             |                                                                                                                                                                        |
| 50009   | 50 OB      | Socorro Rd @ Buford Rd                                                                            |                         | 3        |                                  | Yes                       | Yes                                                      | 1                 |              |             | CAT 3 = OB EPCT- needs new post existing base only                                                                                                                     |
| 50034   | 50 IB      | Socorro Rd @ Buford Rd                                                                            |                         | 2        |                                  | Yes                       | Yes                                                      | 1                 |              |             | CAT 2 = IB Sun Metro / GOOD- square tubing                                                                                                                             |

[illegible]

## EL PASO COUNTY JOB DESCRIPTION



### EXECUTIVE DIRECTOR OF TRANSIT OPERATIONS (Grant Funded) Transit Operations

#### Summary of Position

The Executive Director of Transit Operations is a key leadership role for overseeing the efficient and effective operations of transit services under the authority of the El Paso Area Transportation Services, Local Government Corporation (LGC) and its member agencies. This position will lead strategic planning, implementation of policies and procedures, and management of resources to ensure the delivery of safe, reliable, and customer-focused transit services. The incumbent will plan and oversee TXDOT Transit grants and ensure compliance with all regulatory and grant requirements.

#### Organizational Relationships

Reports to: El Paso Area Transportation Services, Local Government Corporation Board of Directors

Directs: Human Services Transportation Coordinator, Associate Transportation Planner and Transit Planner

Other: Has frequent contact with department heads, other county employees, vendors, contractors, developers, consultants, other government agencies, regional and statewide network and industry groups, and the general public

#### Essential Duties

Is responsible for supervising the planning and organizational growth of transit operations, safety and security protocols, administrative tasks, and maintenance activities; analyzes, identifies, and evaluates divisional operations to devise comprehensive long and short-term plans for strategies, resources, and requirements, and participates in the development and execution of transit policies, objectives, and benchmarks;

Implements the organization's strategic and operational objectives by formulating actionable plans by enhancing operational procedures and evaluating staff performance, procedures, and processes to enhance ridership and elevates the overall public experience; deploys measures and controls to streamline interconnected activities and foster effective communication; and cultivates a culture of process enhancement and innovation within the team;

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

Oversees the day-to-day operations of transit services, including scheduling, maintenance, and workforce management;

Collaborates with internal and external stakeholders, including government agencies, community organizations, and transit partners, to enhance service quality and accessibility;

Ensures compliance with all relevant regulations and safety standards and implements measures to mitigate risks and improve safety outcomes;

Leads efforts to enhance customer experience, including implementing technology solutions, improving communication channels, and addressing customer feedback;

Manages budgets, and monitors financial performance to achieve operational efficiency while exhibiting good stewardship of the financial resources, and plans for future needs;

Provides vision, leadership, and guidance to a diverse team of transit professionals, fostering a culture of collaboration, innovation, and continuous improvement;

Directs department's strategy, goals and objectives to be consistent with priorities, policies and procedures established by the LGC Board;

Is responsible for all administrative, personnel and department operations; provides management, administration, organizational leadership, and team building; plans, assigns, supervises, trains and evaluates the work of professional, technical and administrative support staff; assigns duties and plans work of others; interprets plans, specifications, standards, policies, procedures, and regulatory codes;

Delegates authority and responsibility, and schedules program work on a long-term basis; establishes standards and priorities and ensures they are maintained by others, conducts performance evaluations, and personnel actions;

Maintains a highly competent staff to meet the established needs of the entities; implements personnel additions, changes or terminations within guidelines set by LGC Board; administers and formulates salary and personnel recommendations as they pertain to the department;

Prepares progress reports and departmental activity reports to communicate work of the Department to the LGC Board Commissioners Court, the public, and others;

Represents the LGC before other bodies, including elected bodies, and makes presentations and recommendations; represents the LGC and/or LGC Board with customers and media; and works with and makes presentations to a variety of elected officials, state and municipal officials, citizen groups and other policy-making entities regarding current and future development of the Public Transportation Department;

Ensures the fair and equitable treatment of all vendors and ensures the compliance by vendors

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with the County Ethics Code in all procurement matters, and reports all violations to the Ethics Commission;

Establishes and maintains effective public relations in a complex environment involving technical and non-technical personnel and respond to inquiries from customers, regulatory agencies, or members of the professional community; negotiates for the LGC's best interests, responds to, analyzes and resolves difficult inquiries, grievances, or complaints and work with the LGC Board, committees created by LGC Board involving procurement matters, and other County Officials in achieving proper coordination, meets necessary legal and audit objectives, and in the development of efficient financial processes;

Prepares and submit reports required by the LGC Board in a timely manner, including agendas, minutes, inventory, training, and other reports;

Makes public presentations and represents the LGC on other committees, civic organizations, boards, or activities; communicates the County's mission, vision and values through words and actions;

Manages multiple assignments and priorities to ensure the fulfillment of projects, tasks and responsibilities;

Makes complex decisions involving a variety of factors and a high degree of concentration and resourcefulness, and very strong organizational skills;

Substitutes, if assigned, during temporary absences by performing delegated duties sufficient to maintain continuity of normal operations;

Commits self to providing excellent customer service and demonstrate commitment through cooperative team and individual efforts; and

Creates a high-quality work culture through participation in and emphasis on training and mentoring to develop leadership, management, and technical skills in self and all employees, including safety related training and skills.

### Other Important Duties\*

Performs such other related duties as may be assigned.

As members of the County of El Paso Emergency Response System, all El Paso County employees are designated as Disaster Service Workers during a proclaimed emergency and may be required to train on emergency response and/or perform certain emergency services at the direction of their supervisor.

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### Minimum Requirements: Knowledge, Skills, and Abilities

**Knowledge of:** Effective supervisory principles, practices, and techniques; the principles and practices of urban economic, redevelopment and downtown development including administration and management; the principles and practices of the development process and concerns, neighborhood associations and planning, public participation techniques and development issues; marketing techniques and economic development incentives; border economics and industrial practices; planning principles and techniques; techniques for effective interpersonal communications; modern office procedures, methods and computer equipment to include Windows and Microsoft based products; transit-related technologies and software systems preferred; transit industry trends, best practices, and regulatory requirements; budget preparation and standard general and fiscal administration policies and practices; principles and practices of administrative management; the principles and practices of effective customer service; County organization, operations, policies and procedures; English usage, grammar, punctuation and spelling. **Skill/Ability to:** deliver seamless customer service and build and maintain cooperative and effective relationships with the department staff, other county department heads, and with stakeholders at all levels; Interpret federal, state, city, and county laws and regulations, building construction plans and specifications, subdivision development plans, building codes and municipal code; negotiate or assist in the negotiation between businesses, financial institutions and government agencies and perform cost/benefit analyses; operate a personal computer and various software applications; conduct research, develop appropriate documentation, assess and prioritize multiple tasks, projects and demands to meet scheduled requirements; establish and maintain effective working relations with co-workers and customers to promote and support a productive work environment; work efficiently independently and in a team environment to meet established goals and objectives; communicate effectively in verbal and written forms to respond effectively to customers and staff; exercise initiative and independent judgment within established procedural guidelines in performance of daily duties; assess and prioritize multiple tasks, projects and demands; read, interpret, and communicate instructions; compile, analyze, and present statistical information; use initiative and independent judgment within established procedural guidelines; prepare and maintain records, maintain filing systems, compile and organize information; promote program activities; make mathematical computations; organize diverse activities; perform in a fast-paced and stressful environment, while maintaining a professional manner; develop and execute strategic plans, manage budgets, and achieve organizational objectives; proven leadership skills; inspire and motivate teams to achieve high performance and deliver results; and pass a Criminal Background Investigation.

Each and every county position requires the following professional skills and abilities as key and necessary elements of performance:

- Demonstrate regular and reliable attendance;
- Work well with others and participate fully in a team-oriented environment;
- Interface with other employees and customers in a courteous and respectful manner;
- Maintain strict confidentiality;
- Project positive support of their department and all county organizations at all times; and,

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- Maintain and enhance the County's commitment to customer service excellence.

### Acceptable Experience and Education

Bachelor's degree in business or public administration, Transportation, Planning or a related field and eight (8) years professional experience in transit operations and/or administration or experience in administration of transportation/public works projects or financial and operations management or fleet and/or facilities maintenance management experience, including 3 years in a leadership or management role;

Or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities.

### Certificates, Licenses, and Other Requirements

Must have or obtain by date of hire a valid driver's license applicable to job responsibilities, with a driving record acceptable to the County of El Paso;

Must have or obtain by date of hire a personal device capable of using multi-factor authentication to verify one's identity when accessing the County's network and systems.

In order to access the County's network and systems, a personal mobile smart device is required by the hire start date.

### Physical Demands

While performing the duties of this job, the employee is regularly required to sit and stand, walk, and climb or balance, use hands and fingers to handle or feel. The employee frequently is required to reach with hands and arms; stoop, kneel, crouch, or crawl; and talk or hear. The employee must frequently lift and/or move up to 30 pounds and manually push/pull a dolly.

### Work Environment

While performing the duties of this job, the noise level in the work environment is usually moderate. This position requires office and field work.

The above is intended to describe the general nature and level of work being performed by this position. The statements are not intended to be an exhaustive list of all responsibilities and duties required of personnel so classified.

### Job Location (Place(s) where work is performed)

Various locations through the County

### Equipment (Machines, tools, etc., used on job performance)

- Computer equipment
- General office Equipment
- Other equipment related to job performance

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THE COUNTY OF EL PASO, TEXAS  
PHYSICAL REQUIREMENTS AND CONDITIONS

| <u>Physical Requirement</u>          | <u>Degree</u>                                                 |
|--------------------------------------|---------------------------------------------------------------|
| Hearing Acuity:                      | low/ <u>average</u> /sharp                                    |
| Visual Acuity:                       | rough/ <u>average</u> /precision                              |
| Visual Color Acuity:                 | low/ <u>average</u> /high                                     |
| Manual Dexterity:                    | <u>To accomplish duties as stated in job description</u>      |
| Operate Moving Equipment:            | <u>No/Yes</u>                                                 |
| Operate Vehicles:                    | <u>Uses county vehicle or own vehicle for business travel</u> |
| Environment:                         | <u>office/field</u>                                           |
| Extremes:                            | <u>low/average/high</u>                                       |
| Noise:                               | low/ <u>average</u> /high                                     |
| Chemicals:                           | <u>low/average/high</u>                                       |
| Confined Space:                      | <u>low/average/high</u>                                       |
| Heights:                             | <u>low/average/high</u>                                       |
| Uneven Terrain:                      | <u>low/average/high</u>                                       |
| Other Special Physical Requirements: | <u>Ability to communicate orally and in written form</u>      |

The minimum physical qualifications for the above job are listed below. This information shall be used to establish a minimum standard of the evaluation of applicants for positions in the job classification and in reviewing the capabilities and physical restriction of employees returning from Industrial and Illness Leaves of Absence.

In an 8-hour workday an employee can be expected to:

(Note: Rare = 1-10% Occ.=11-33% Freq.=34-66% Cont.=67-100%)

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| On the Job You:            | Never | Rare | Occ. | Freq. | Cont. |
|----------------------------|-------|------|------|-------|-------|
| Bend/Stoop                 |       | X    |      |       |       |
| Squat                      |       | X    |      |       |       |
| Crawl                      |       | X    |      |       |       |
| Climb                      |       | X    |      |       |       |
| Reach above shoulder level |       |      | X    |       |       |
| Crouch                     |       | X    |      |       |       |
| Kneel                      |       | X    |      |       |       |
| Sit                        |       |      |      | X     |       |
| Push/Pull                  |       |      | X    |       |       |

Weight limitations: Indicate frequency (Never, Occ., Freq., Cont.)

| Active/lbs. | 0-10  | 11-24 | 25-34 | 35-50 | 51-74 | 75-100 | >100  |
|-------------|-------|-------|-------|-------|-------|--------|-------|
| Lifting     | FREQ. | OCC.  | OCC.  | NEVER | NEVER | NEVER  | NEVER |
| Carrying    | FREQ. | OCC.  | OCC.  | NEVER | NEVER | NEVR   | NEVER |
| Push/Pull   | FREQ. | OCC.  | OCC.  | NEVER | NEVER | NEVER  | NEVER |

Approved:

\_\_\_\_\_  
Elected Official/Department Head

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Human Resources Officer

\_\_\_\_\_  
Date

History:

\_\_\_\_\_  
Received by: Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Department

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## **EL PASO COUNTY JOB DESCRIPTION**



### **ADMINISTRATIVE SPECIALIST, SENIOR**

Multiple Departments

#### **Summary of Position**

The Administrative Specialist, Senior under general supervision provides clerical, administrative, and/or cashier support to a specific County office or department. This designation is distinguished from the Administrative Specialist, Intermediate classification by greater work complexity, broader work activities and some lead work authority.

#### **Organizational Relationships**

Reports to: Manager, Department Head or Elected Official or designee

Directs: Provides lead work.

Other: Has frequent contact with other county employees, lawyers, judges, legal staff, law enforcement personnel, other public agencies and the general public.

#### **Essential Duties**

As directed supervises department employees, including assigning and reviewing work, training, providing input or preparing performance evaluations, and making recommendations on hiring, terminating, and disciplining personnel;

Motivates and works with employees to correct deficiencies;

Plans, directs, and coordinates, through subordinate-level staff, the department work plan;

Assists with managing the career development and performance of staff assigned;

Meets with management staff to identify and resolve problems;

Assigns projects on areas of responsibility; and reviews and evaluates work methods and procedures;

Assumes responsibility for delegated administrative and clerical tasks, including correspondence, publications, records management, report preparation and e-filing; and other materials from rough draft or from source documents for review and signature; reads and reviews outgoing correspondence; performs data entry, processes billings; receives payments; balances receipts with payments; and mail processing;

Assists with technical questions regarding e-filing system;

Assists with developing internal policies and procedures;

Establishes and maintains files and records; arranges and schedules meetings; prepares and distributes meeting agendas; attends meetings and takes notes and/or minutes;

Serves as/or as back up as a point of contact via phone, email, or personal contact for participants, outside agencies, other county departments and the general public concerning inquiries or complaints about a specific program and/or its services; researches information; makes appropriate referrals for assistance;

Gathers, organizes, and summarizes information for special projects; prepares various routine and complex reports, tables, graphs and statistical summaries;

Trains on processes;

Schedules document archive and document disposal;

As directed orders and maintains supplies; keeps inventories;

Maintains confidentiality;

Reports any equipment maintenance needs for appropriate action;

Substitutes, if assigned, during temporary absences by performing delegated duties sufficient to maintain continuity of normal operations;

Commits self to providing excellent customer service and demonstrate commitment through cooperative team and individual efforts; and

Creates a high-quality work culture through participation in and emphasis on training and mentoring to develop leadership, management, and technical skills in self and all employees, including safety related training and skills.

**May serve as back up:**

Processes titles and registrations;

Receives/cashier's appropriate fees; ensures that all information on check(s) is in compliance with check acceptance policy; records all pertinent information in order to cross reference transaction with valid identification and receipts; processes mail;

Evaluates and ensures proper documentation;

Is responsible for handling large amounts of money and balancing daily monies (cash, checks, and credit card transactions) to receipts at close out; and

Maintains record archive and disposal, mail runs to County's mail room and delivers correspondence to various departments as needed.

**Depending on area assigned:**

**District Attorney**

Corrects information in the County's justice information system;

Responds to requests to correct information in the County's justice information system;

Reports prosecutor actions on cases involving criminal defendants to the criminal justice information system (CJIS); and

Participates in correcting mismatched personal identifying information in the County's justice information system.

**Other**

Prepares dockets; issues licenses/permits and certificates; issues citations and subpoenas; balances reports; judgments; opens and closes cases; accepts and processes court ordered expungements and transfers; files and stores documents; attends court; assists with arraignment-jail pleas and sentencing procedures;

Processes and reviews purchase orders and invoices; authorizes payments up to specific limits; monitors spending and budget balances, encumbrances, transfers and appropriations;

Investigates legal cases; interviews witnesses; prepares investigative reports;

(DA) Notarizes documents;

Provides informational material to news media and general public;

(DA) Arranges and schedules meetings; prepares and distributes meeting agendas; attends meetings and takes notes and/or minutes;

Makes travel arrangements; prepares itineraries; prepares and submits travel items for approval; processes and submits travel vouchers with corresponding receipt documentation for payment;

Processes voter registrations; processes ballot requests; performs research on voters as required;

Performs criminal searches for customers and agencies as required;

Processes staff mileage and meal expense reports; processes billings; prepares bank deposits;

Processes any and all transactions related to titles and registration;

Ensures identification and proof of financial liability are presented at time of vehicle registration(s) and/or title transfer(s);

Operates Registration and Title System (RTS) terminal to retrieve information from State Motor Vehicle Department and for all transactions;

Required to attend in-house classes and seminars conducted by the County Tax Assessor Collector and/or Texas Department of Motor Vehicles (TxDMV) with changes in the laws and procedures;

Prepares, gathers, and calculates proper documentation, fees, specialty plate requirements, and ownership documents;

Receives, data enters, logs, and distributes priority documents; reviews documents for completion, assesses correct fees, and makes direct contact with appropriate customers to finalize documents; maintains log of records and archives files as necessary;

(DA) (CC) Assists in responding to requests for information, complaints, issues and concerns received via phone, in-person or by e-mail;

(DA) (CC) Assists in preparing and analyzing spreadsheet and report data;

(DA) (CC) Assists management and staff to identify and resolve problems; assists with reviewing and evaluating work methods and procedures;

(DA) (CC) Provides support, mentors, transfers knowledge, and skills to staff at all technical levels in a team environment to meet established goals and objectives;

Makes complex decisions based on research for title and registration transactions to ensure compliance;

Makes complex decisions determining errors in the case and party record in the County's justice information system and making corrections;

Maintains specialized expertise in TxDMV laws rules, regulations, policies and procedures and utilizes available resources to provide accurate resolution to customer inquiries;

Collaborates with other agencies, TxDMV, State Comptroller, etc. to provide needed information and services to internal and external customers;

Trains staff on title and registration rules, laws and regulation procedures and processes as well as the use of the Registration Title System (RTS) and other various operating systems;

(DA) Assists the office staff with information technology issues, and serves as a liaison between the office and the Information Technology Department to include: setup of computers, software assistance, hardware issues, computer replacement issues, and scanning issues;

(DA) (CC) Coordinates, updates, and maintains the division's website or assigned website;

Performs human resource functions by maintaining personnel records; receives and inputs leave requests from staff; checks/verifies information on time sheets; prepares and submits bi-weekly payroll reports; submits requisitions for vacancies; receives applications; prepares lists of applicants; schedules applicants for interviews; types required notices to all applicants;

Creates, develops and maintains program marketing material and conducts program marketing outreach in the community;

Performs calendaring activities; plans, schedules and coordinates special events;

Communicates and updates the courts, Judges, and attorneys regarding cases;

Maintains, reviews, researches, modifies cases as directed;

Attends court as assigned;

Maintains and ensures case management is updated;

Prepares and files sensitive data such as rushed citations, court referral orders, orders issued for the jail to entail capias, arrest warrants, commitment orders, release orders, and writs;

Prepares check payments;

Create schedules;

Assigns programs on areas of responsibility;

(DC) Prepares reimbursement for fees and submits to agencies;

(DC) Prepares and submits monthly reports on cases;

(DC) Maintains and monitors the certifications from agencies for agents and for the department;

(DC) Ensures staff obtains annual training and certification; ensures the educational requirements as directed by the US Department of State are met;

(DC) Conducts weekly checks and ensures staff are up to date with assigned duties;

(DC) Monitors projects and ensures staff are up to date with assigned duties;

(DC) Ensures that adequate staffing levels are maintained in order to efficiently support the area of assignment;

Adjusts and reverses fees/transactions as directed;

Assists with merge errors;

Submits requests and obtains defendant numbers; reports case in systems;

Reports case status and data to agencies;

Reports actions cases on system;

Serves as a liaison between the office and judiciary;

Keeps track and processes Jury members and strikes of Jury;

Ensures information is redacted in accordance with Texas laws and regulation;

Ensures compliance with Texas laws and regulations;

Stays abreast of new trends, innovations in the field, statutes and legislative changes; and

Applies regulated fees.

### **Other Important Duties\***

Performs such other related duties as may be assigned.

Maintains a safe and healthy work place environment.

May be required to travel to satellite branches when assigned or at times, on very short notification.

As members of the County of El Paso Emergency Response System, all El Paso County employees are designated as Disaster Service Workers during a proclaimed emergency and may be required to train on emergency response and/or perform certain emergency services at the direction of their supervisor.

### **Minimum Requirements: Knowledge, Skills, and Abilities**

***Knowledge of:*** the principles and practices of modern office administration; secretarial practices and procedures; business correspondence and report preparation; cashiering and bookkeeping practices, policies, and procedures, including financial record keeping; customer service/public relations practice and procedures; computer peripheral; English usage, grammar, punctuation and spelling; techniques for effective interpersonal communications; modern office procedures, methods and computer equipment to include Windows and Microsoft based products.

***Depending on area of assignment:*** legal terminology, court procedures, bookkeeping principles and practices; various software programs; programming; computer hardware; current title and registration laws, rules and regulation; complex title and registration transactions.

***Skill/Ability to:*** Learn the organization, procedures and operating details of the County department to which assigned; interpret and explain policies, procedures, rules, regulations, and state statutes; display an ability to prioritize and manage several tasks; display a high degree of self-motivation; understand report writing and statistics; time management; make sound decisions in an expeditious manner; schedule, supervise, train and evaluate assigned staff; attention to detail and established deadlines; perform routine calculations to count currency, make change, and prepare daily cash reports; perform word processing and data entry; perform routine clerical work including maintenance of appropriate records and preparations of general reports; verify and cross check files and data; maintain confidential records and reports; be tactful and diplomatic in dealing with the public, members and government officials; complete projects on time; operate personal computer using standard office operating software and general office equipment; maintain filing systems, compile and organize information; communicate effectively both orally and in writing; make mathematical computations; and establish and maintain cooperative and effective relationships with those contacted during the course of work. Pass a background investigation.

***Depending on area of assignment:*** may require bilingual in Spanish; and typing speed of 45 words per minute.

Each and every county position requires the following professional skills and abilities as key and necessary elements of performance:

- Demonstrate regular and reliable attendance;

- Work well with others and participate fully in a team-oriented environment;
- Interface with other employees and customers in a courteous and respectful manner;
- Maintain strict confidentiality;
- Project positive support of their department and all county organizations at all times; and,
- Maintain and enhance the County's commitment to customer service excellence

### **Acceptable Experience and Education**

Associates Certificate in Business or related field with four (4) years of executive secretarial/staff support experience with one (1) year of office support; to include one (1) year of developmental supervisory or managerial experience;

Or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities.

### **Certificates, Licenses, and other Requirements**

In order to access into the County's network and systems, a personal smart device is required by the hire start date.

May require Deputy Clerk deputizing; may require AOP certification.

May require or obtain by date of hire a valid driver's license applicable to job responsibilities, with a driving record acceptable to the County of El Paso.

### **Physical Demands**

While performing the duties of this job, the employee is regularly required to sit and use hands and fingers to handle or feel. The employee frequently is required to reach with hands and arms; talk and hear. The employee must occasionally lift and/or move up to 35 pounds and manually push/pull a dolly. Specific vision abilities required by this job include close vision, color vision, depth perception, and ability to adjust focus.

### **Work Environment**

While performing the duties of this job the noise level in the work environment is usually moderate. Equipment Used: Computer terminal/data processing software; various computer peripheral equipment as required; general office equipment as necessary.

**The above is intended to describe the general nature and level of work being performed by this position. The statements are not intended to be an exhaustive list of all responsibilities and duties required of personnel so classified.**

### **Job Location** (Place(s) where work is performed)

Various locations through the County

### **Equipment** (Machines, tools, etc., used in job performance)

- Various office equipment
- Calculator
- Various software applications
- Microfilm equipment
- Personal Computer
- Computer terminal
- Copy machine
- General office equipment
- Other equipment related to job performance

**THE COUNTY OF EL PASO, TEXAS**  
**PHYSICAL REQUIREMENTS AND CONDITIONS**

Physical Requirement

Degree

Hearing Acuity:

low/**average**/sharp

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

Visual Acuity: rough/**average**/precision

Visual Color Acuity low/**average**/high

Manual Dexterity: **To accomplish duties as stated in job description**

Operate Moving Equipment: **no**/yes

Operate Vehicles: **no**/yes

Environment: **office**/field

Extremes: **low**/average/high

Noise: low/**average**/high

Chemicals: **low**/average/high

Confined Space: low/**average**/high

Heights: low/**average**/high

Uneven Terrain: **low**/average/high

Other Special Physical Requirements: **Ability to communicate orally and in written form**

The minimum physical qualifications for the above job are listed below. This information shall be used to establish a minimum standard of the evaluation of applicants for positions in the job classification and in reviewing the capabilities and physical restriction of employees returning from Industrial and Illness Leaves of Absence.

In an 8-hour workday an employee can be expected to:

(Note: Rare = 1-10% Occ.=11-33% Freq.=34-66% Cont.=67-100%)

| On the Job You:            | Never | Rare | Occ. | Freq. | Cont. |
|----------------------------|-------|------|------|-------|-------|
| Bend/Stoop                 |       |      | X    |       |       |
| Squat                      |       |      | X    |       |       |
| Crawl                      |       | X    |      |       |       |
| Climb                      |       | X    |      |       |       |
| Reach above shoulder level |       |      |      | X     |       |
| Crouch                     |       | X    |      |       |       |
| Kneel                      |       | X    |      |       |       |
| Sit                        |       |      |      |       | X     |
| Push/Pull                  |       |      | X    |       |       |

Weight limitations: Indicate frequency (Never, Occ. Freq., Cont.)

| Active/lbs. | 0-10 | 11-24 | 25-34 | 35-50 | 51-74 | 75 -100 | >100 |
|-------------|------|-------|-------|-------|-------|---------|------|
|-------------|------|-------|-------|-------|-------|---------|------|

|           |       |       |       |       |       |       |       |
|-----------|-------|-------|-------|-------|-------|-------|-------|
| Lifting   | FREQ. | FREQ. | OCC.  | NEVER | NEVER | NEVER | NEVER |
| Carrying  | FREQ. | FREQ. | OCC.. | NEVER | NEVER | NEVER | NEVER |
| Push/Pull | FREQ. | FREQ. | OCC.  | NEVER | NEVER | NEVER | NEVER |

**Approved:**

\_\_\_\_\_  
Elected Official/Department Head

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Human Resources Officer

\_\_\_\_\_  
Date

**History:**

\_\_\_\_\_  
Received by: Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Department

## **EL PASO COUNTY JOB DESCRIPTION**



### **ACCOUNTING/OFFICE MANAGER** Multiple Departments

#### **Summary of Position**

The Accounting/Office Manager under general direction performs a variety of complex administrative, technical and professional work in administering and supervising. The incumbent performs professional level accounting services for a particular County department. In addition, this position is responsible to comply and ensure that all County policies, procedures and contracts are adhered to.

#### **Organizational Relationships**

Reports to: Manager, Department Head or Elected Official

Directs: Administrative staff

Other: Has contact with peers, superiors, other County staff, judges, external public agencies, law enforcement personnel, contractors, vendors and the general public.

#### **Essential Duties**

Supervises, including assigning and reviewing work, training, providing input on performance evaluations, and making recommendations on hiring, terminating, and disciplining personnel;

Motivates and works with employee to correct deficiencies;

Plans, directs, and coordinates, through subordinate-level staff, the department work plan;

Assists with managing the career development and performance of staff assigned;

Meets with management staff to identify and resolve problems;

Establishes, submits, and initials grant budgets and staffing request; and submit reconciles monthly reports to expenditures and revenues processed and received;

Analyzes and interprets financial data, identifies problem areas; recommends actions to solve problems;

\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.

Performs budget administration, including preparing budget amendments; reviewing and updating budget summaries and synopsis; and printing and reviewing the final copy;

Performs audits within the department, and travels to department locations; identifies problem areas and makes written recommendations and oversees actions to solve the problems at hand;

Generates financial policies and procedures for the office;

Creates manuals for financial procedures and functions within the department;

Oversees and maintains contracts for the office, reviews terms and conditions, and submits contracts to

County Attorney and Commissioner's Court for approval;

Conducts and keeps inventory of department's equipment;

Coordinates the collection and disposition of inventory requests for the department, validates the requests for accuracy, and prepares department inventory disposition agenda items for Commissioner's Court approval;

Purchases and monitors all purchase order requisitions, including capital projects;

Participates in the annual budget;

Supervises the collection of cash bags; secures and closes the office;

Provides access to cashiers on systems for cashiering; sets up cashiers in computer systems;

Logs and monitors commissioner court meetings and any projects that require purchasing or contracts for the assigned department;

Ensures the accounting and disbursement to the Treasury of all monies collected from fees and fines from the office;

Serves as the acting manager for the other divisions in the department as necessary;

Prepares and classifies monies received; balances daily money transactions; prepares bank deposits;

Maintains necessary journals for monthly reports; performs maintenance of invoicing, accounts receivable and payable for the department;

Prepares monthly reports to internal auditors and the Treasury for all monies collected and disbursed from office;

Participates with the internal and external auditors in conducting internal audits and evaluations;

\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.

Monitors the departments daily, weekly, and monthly balancing; verifies balances to assure accuracy;

Advises office on improvements in their balancing and bookkeeping procedures;

Manages and maintains ledgers and checkbooks on general accounts and escrow, probate, civil, cash bond, and trust fund accounts;

Monitors accounts that categorically need to be escheat to the state;

Monitors and coordinates all investments and custodial accounts for minors;

Prepares correspondence on returned checks from the public;

Prepares the bi-weekly payroll report;

Maintains an A/R schedule for charge accounts;

Monitors and scans a digital image of a check into a computer, then transmits the image to the bank;

Processes, reconciles, and maintains cash bonds sent from the Sheriff's Department, which includes cutting refund checks to defendants on disposed cash bonds and or processing checks to pay for the bond forfeiture;

Prepares monthly and quarterly billings for reimbursements; approves requisitions;

Enters financial trends for departments; requests performance measures;

Processes reimbursements on contracts; maintains and updates vendor files;

Submits weekly check run program, review and distribute check registers and paid claims list;

Performs cash reconciliations of receipts and disbursements; researches outstanding balances; makes journal voucher corrections; prepares status reports;

Prepares fiscal year end capital projects statements for the annual reporting of the County's capital projects fund;

Performs payroll administration; reviews and approves timecards;

May respond to open records requests;

Stays abreast of new trends and innovations in the field;

Substitutes, if assigned, for immediate supervisor or coworkers during temporary absences by performing delegated duties sufficient to maintain continuity of normal operations;

\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.

Commits self to providing excellent customer service and demonstrate commitment through cooperative team and individual efforts; and

Creates a high-quality work culture through participation in and emphasis on training and mentoring to develop leadership, management, and technical skills in self and all employees, including safety related training and skills;

**Depending on area assigned**

Assists with maintaining and updating department files;

Oversees other sections in the department as directed;

Reviews reimbursement of fees report for accuracy, and submits to agencies as directed by the law;

Reconciles investments, bank accounts, and e-filing revenue generating transactions;

Obtains signatures on forms submitted to agencies;

Works and resolves problematic areas with internal and external customers;

Drafts contract specifications;

Monitors the compliance of contract's negotiated services, restriction and guidelines;

Monitors and ensures payment has been made on contracted services;

Ensures contracts are renewed, rebid, or extended as required for the department;

**Other Important Duties\***

Performs such other related duties as may be assigned.

As members of the County of El Paso Emergency Response System, all El Paso County employees are designated as Disaster Service Workers during a proclaimed emergency and may be required to train on emergency response and/or perform certain emergency services at the direction of their supervisor.

**Minimum Requirements: Knowledge, Skills, and Abilities**

*Knowledge of:* practices and principles of government accounting; principles and practices of budget administration and/or payroll administration, and/or cashiering; budget preparation, practices and procedures; payroll and accounts receivable; English usage, grammar, punctuation and spelling; techniques for effective interpersonal communications; modern office procedures, methods and computer equipment to include Windows and Microsoft based products.

*Skill/Ability to:* interpret and apply policies, procedures, guidelines, laws, rules and regulations; communicate effectively, both orally and in writing; complete projects on time and within budget; operate personal computer using standard Office operating software and general office equipment; make

\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.

mathematical computations; prepare clear, concise and comprehensive written reports, and staff studies; schedule, supervise, train and evaluate assigned staff; and establish and maintain cooperative and effective relationships with those contacted during the course of work; Pass a Criminal Background Check;

Each and every county position requires the following professional skills and abilities as key and necessary elements of performance:

- Demonstrate regular and reliable attendance;
- Work well with others and participate fully in a team-oriented environment;
- Interface with other employees and customers in a courteous and respectful manner;
- Maintain strict confidentiality;
- Project positive support of their department and all county organizations at all times; and,
- Maintain and enhance the County's commitment to customer service excellence.

### **Minimum Experience and Education**

Bachelor's degree from an accredited university or college in Accounting or Finance or a related field and a minimum of five (5) years governmental accounting experience to include one (1) year public sector financial system experience, with one (1) year in a lead or supervisory capacity.

### **Depending on Department Assigned**

Or, any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

### **Certificates, Licenses and other Requirements: (Depending on area of assignment):**

Must have or obtain by date of hire Texas driver's license applicable to job responsibilities, with a driving record acceptable to the County of El Paso.

May require Deputy Clerk deputizing; may require AOP certification;

In order to access the County's network and systems, a personal mobile smart device is required by the hire start date

### **Physical Demands**

Incumbents work in an indoor environment; must be able to perform tasks requiring both sitting and standing for extended periods of time, and may require walking for short periods at a time; rarely requires bending, stretching, kneeling, and squatting; occasionally requires reaching, twisting, and extension of the arms, lifting and/or carrying of light to moderate equipment/supplies weighing up to 30 pounds; emphasizes speech, hearing, and vision, requires hand and finger dexterity sufficient to use computers and standard office equipment to perform assignments.

\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.

## **Work Environment**

This position is an office environment with average noise level. The above is intended to describe the general nature and level of work being performed by this position. The statements are not intended to be an exhaustive list of all responsibilities and duties required of personnel so classified.

## **Job Location** (Place(s) where work is performed)

Various locations through the County

## **Equipment** (Machines, tools, etc., used in job performance)

- Computer
- Various office equipment
- Various software applications
- Other equipment related to job performance

**THE COUNTY OF EL PASO, TEXAS  
PHYSICAL REQUIREMENTS AND CONDITIONS**

| <b><u>Physical Requirement</u></b>   | <b><u>Degree</u></b>                                     |
|--------------------------------------|----------------------------------------------------------|
| Hearing Acuity:                      | low/ <b>average</b> /sharp                               |
| Visual Acuity:                       | rough/ <b>average</b> /precision                         |
| Visual Color Acuity                  | <b>low</b> /average/high                                 |
| Manual Dexterity:                    | <b>To accomplish duties as stated in job description</b> |
| Operate Moving Equipment:            | <b>no</b> /yes                                           |
| Operate Vehicles:                    | <b>no</b> /yes                                           |
| Environment:                         | <b>office</b> /field                                     |
| Extremes:                            | <b>low</b> /average/high                                 |
| Noise:                               | low/ <b>average</b> /high                                |
| Chemicals:                           | <b>low</b> /average/high                                 |
| Confined Space:                      | <b>low</b> /average/high                                 |
| Heights:                             | <b>low</b> /average/high                                 |
| Uneven Terrain:                      | <b>low</b> /average/high                                 |
| Other Special Physical Requirements: | <b>Ability to communicate orally and in written form</b> |

The minimum physical qualifications for the above job are listed below. This information shall be used to establish a minimum standard of the evaluation of applicants for positions in the job classification and in reviewing the capabilities and physical restriction of employees returning from Industrial and Illness Leaves of Absence.

In an 8-hour workday an employee can be expected to:

(Note: Rare = 1-10% Occ. =11-33% Freq. =34-66% Cont. =67-100%)

| On the Job You: | Never | Rare | Occ. | Freq. | Cont. |
|-----------------|-------|------|------|-------|-------|
| Bend/Stoop      |       | X    |      |       |       |
| Squat           |       | X    |      |       |       |

\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.

|                            |   |   |   |   |  |
|----------------------------|---|---|---|---|--|
| Crawl                      | X |   |   |   |  |
| Climb                      |   | X |   |   |  |
| Reach above shoulder level |   |   | X |   |  |
| Crouch                     |   | X |   |   |  |
| Kneel                      |   | X |   |   |  |
| Sit                        |   |   |   | X |  |
| Push/Pull                  |   |   | X |   |  |

Weight limitations: Indicate frequency (Never, Occ. Freq., Cont.)

| Active/lbs. | 0-10 | 11-24 | 25-34 | 35-50 | 51-74 | 75 -100 | >100  |
|-------------|------|-------|-------|-------|-------|---------|-------|
| Lifting     | OCC. | OCC.  | OCC.  | NEVER | NEVER | NEVER   | NEVER |
| Carrying    | OCC. | OCC.  | OCC.  | NEVER | NEVER | NEVER   | NEVER |
| Push/Pull   | OCC. | OCC.  | OCC.  | NEVER | NEVER | NEVER   | NEVER |

**Approved:**

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Elected Officials/Department Head

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Date

-----  
Chief Human Resources Officer

-----  
Date

**History**

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Received by: Print Name

-----,  
Signature

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Date

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Department

\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.

## **EL PASO COUNTY JOB DESCRIPTION**



### **PURCHASING & GRANT COORDINATOR**

Operation Department

#### **Summary of Position**

The Purchasing & Grant Coordinator works under minimal supervision assisting various County departments in researching, identifying purchasing specifications for a variety of needs, and shall track and follow up with the Purchasing Department as necessary to ensure timely order and delivery of goods and services. Additionally, this position will assist departments in researching, identifying, and in writing of grant proposals for various programs.

#### **Organizational Relationships**

Reports to: Executive Director of Operations

Directs: This is a non-supervisory position.

Other: Has frequent contact with elected officials, department heads, county employees, vendors, other agencies, federal, state, local and private grant awarding agencies, and the general public.

#### **Essential Duties**

##### **Purchasing Duties:**

Researches products and prepares bid specifications to elicit competitive bid for assigned commodities and services; reviews vendor's proposals to determine compliance with stated specifications; creates and writes specs needed for RFPs, RFQs and other purchasing documents as necessary;

Monitors compliance of various grants and programs to assure continued funding assistance for projects; receives and documents issues and reports to appropriate staff for timely resolution; gathers statistical data and other information and prepares and presents various special and recurring reports to ensure effective, accurate, and timely communication of information;

Implements, analyzes and maintains cost effective procurement options; Researches procurement options for products and services; monitors purchase orders; and recommends additional procurement methods;

Works with departments and reviews their specification work and provides feedback to improve such specifications as necessary;

\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.

Reviews and resolves discrepancies in purchase orders and receiving documents; works to improve department purchasing processes from procurement to payment;

Verifies accuracy and validity of documentation; works with auditors to ensure payment on invoices are accurate and paid claims are made timely; researches discrepancies and makes adjustments as necessary;

Analyzes cost comparison and obtains quotes for purchase of commodities and services for County departments;

Communicates daily with departmental users on purchase discrepancies, bid awards, etc.;

Compiles and compares information, prices, quantities and best product to complete a purchase order for routine supplies, equipment and services for the County and Departments;

Researches and compiles information for special projects or reports to ensure completion by specified deadlines in accordance with outlined objectives and goals;

Follows laws pertaining to purchasing;

Assists in internal and external audits;

Maintains records and archives files and records;

**Grant Duties:**

Oversees, monitors, researches, and manages the administration of grant and other funding, programs and resources to ensure compliance with terms, guidelines, and applicable regulations of related programs; monitors assigned general fund, grant fund programs and grant applications or service contracts for compliance;

Monitors compliance of various grants and programs to assure continued funding assistance for projects; receives and documents issues and reports to appropriate staff for timely resolution; gathers statistical data and other information and prepares and presents various special and recurring reports to ensure effective, accurate, and timely communication of information;

Develops and maintains systems to track grant and related programs and funding status; researches and collects applicable data, documentation, and statistics required to support grant applications, recordkeeping, and reporting requirements;

Coordinates and monitors grant and program policy, contract, and program development, data collection and analysis, and facilitation of jurisdictional coordination; reviews grant and program financial requirements and accounting information to monitor and maintain fiscal compliance requirements;

Provides County leaders and personnel with information regarding funding needs that can be met through third party funding resources;

Researches federal, state, and local government resources as well as private foundation grant

offerings to identify those requests for proposals that can support programs and activities;

Remains familiar with the County's strategic goals and policy direction, analyzes grant opportunities for value and makes recommendation based on the analysis;

Develops, writes, and edits grant proposals that support department programs and activities;

Reviews, analyzes, examines and monitors financial records of sub-grantees and department divisions that have been granted funds from federal, state or local funded grant programs. Establishes appropriations and financial accounts for funds within the department's accounting and reporting system;

Reviews revenue, expenditures and balances for all grant fund accounts or service contracts; analyzes expenditures to ensure transactions are accurate and appropriate; examines purchase requests; maintains, reviews and monitors financial records and processes requests for fund payments; and participates in annual close out and transfer of funds in compliance with regulations;

Coordinates with the County's Budget Department and Auditor's Office to write, edit and manage grants as necessary;

Assists in the development of general fund or grant fund budgets; and participates in the development/coordination of grant applications; ensures grants and contract budgets align with institutional budgets and forecasts;

Conducts site visits to audit sub-grantee or contractor compliance with contract requirements and/or upon contract completion; analyzes operations; presents findings; reports any discrepancies; and makes recommendations and prepares performance reports of completed program for corrective action if necessary;

Assists with ensuring internal policies are being followed when applying for grants, accepting grant awards and budget amendments are being requested;

Provides technical assistance to staff in responding to federal, state and local government requests for proposals as well as private foundation grant offerings;

Maintains communication with federal, state and local government officials and representatives of private foundations to ensure that program funding needs are known and communicated on a regular basis;

Serves as liaison between the County and funding agencies and service providers; provides assistance in resolving issues and conflicts with agencies and providers to facilitate positive relations and continued funding opportunities;

Prepares and submits monthly, quarterly and end of year reports to funding agencies as a condition of funding;

Prepares and submits budget amendments as needed to ensure monies are spent on a timely

manner;

Coordinates and prepares a variety of county, state and federal financial reports on funds; and ensures all documents are filed in a timely manner.

**General Duties:**

Commits self to providing excellent customer service and demonstrate commitment through cooperative team and individual efforts; and

Creates a high quality work culture through participation in and emphasis on training and mentoring to develop leadership, management, and technical skills in self and all employees, including safety related training and skills.

**Other Important Duties\***

Performs such other related duties as may be assigned.

As members of the County of El Paso Emergency Response System, all El Paso County employees are designated as Disaster Service Workers during a proclaimed emergency and may be required to train on emergency response and/or perform certain emergency services at the direction of their supervisor.

**Minimum Requirements: Knowledge, Skills, and Abilities**

*Knowledge of:* principles and practices of governmental purchasing and supply; government bidding and contract administration; state and federal codes, regulations and statutes related to purchasing and contract compliance; principles and practices of grants writing and grants management systems; public and private grant resources; procedures and methods including computer keyboard operation; data gathering and research methods and techniques; the principles and practices of effective customer service; English usage, grammar, punctuation and spelling.

*Skill/Ability to:* utilize critical writing and prepare clear and concise reports and proposals; prepare specifications and evaluate items based on price and quality; prepare and process purchase requisitions and orders; create and maintain accurate records and reports; understand and carry out oral and written instructions precisely; maintain confidentiality of information, and establish and maintain effective and cooperative working relationships with those contacted in the course of work.

Each and every county position requires the following professional skills and abilities as key and necessary elements of performance:

- Demonstrate regular and reliable attendance;
- Work well with others and participate fully in a team oriented environment;
- Interface with other employees and customers in a courteous and respectful manner;
- Maintain strict confidentiality;
- Project positive support of their department and all county organizations at all times; and,
- Maintain and enhance the County's commitment to customer service excellence.

\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.

### **Acceptable Experience and Education**

Bachelor's degree in Public Administration or a related field with two (2) years of experience in public administration, including at least one (1) year procurement experience and/or one (1) year grant experience;

Or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities.

### **Certificates and Licenses Required**

Must have or obtain by date of hire a valid driver's license applicable to job responsibilities, with a driving record acceptable to the County of El Paso;

Must have or obtain by date of hire a personal device capable of using multi-factor authentication to verify one's identity when accessing the County's network and systems

### **Physical Demands**

Performs tasks requiring both sitting and standing for extended periods of time, and may require walking for short periods at a time; may require frequent bending, reaching, twisting, squatting, and extension of the arms; occasional lifting and/or carrying of light to moderate equipment/supplies weighing up to 35 pounds; requires hand and finger dexterity sufficient to use computers and standard office equipment to perform assignments. The job requires physical and emotional stamina.

### **Work Environment**

While performing the duties of this job in an office environment, the noise level in the work environment is usually moderate; sustained posture in a seated position for extended periods. Equipment Used: Computer terminal/data processing software; various computer peripheral equipment as required; general office equipment as necessary.

**The above is intended to describe the general nature and level of work being performed by this position. The statements are not intended to be an exhaustive list of all responsibilities and duties required of personnel so classified.**

### **Job Location** (Place(s) where work is performed)

Various El Paso County locations.

### **Equipment** (Machines, tools, etc., used in job performance)

- Computer
- General office equipment
- Various software applications
- Other equipment related to job performance

**THE COUNTY OF EL PASO, TEXAS  
PHYSICAL REQUIREMENTS AND CONDITIONS**

|                                      |                                                                 |
|--------------------------------------|-----------------------------------------------------------------|
| <u>Physical Requirement</u>          | <u>Degree</u>                                                   |
| Hearing Acuity:                      | low/ <b><u>average</u></b> /sharp                               |
| Visual Acuity:                       | rough/ <b><u>average</u></b> /precision                         |
| Visual Color Acuity                  | <b><u>low</u></b> /average/high                                 |
| Manual Dexterity:                    | <b><u>To accomplish duties as stated in job description</u></b> |
| Operate Moving Equipment:            | <b><u>no</u></b> /yes                                           |
| Operate Vehicles:                    | <b><u>To accomplish duties as stated in job description</u></b> |
| Environment:                         | <b><u>office</u></b> /field                                     |
| Extremes:                            | <b><u>low</u></b> /average/high                                 |
| Noise:                               | low/ <b><u>average</u></b> /high                                |
| Chemicals:                           | <b><u>low</u></b> /average/high                                 |
| Confined Space:                      | low/ <b><u>average</u></b> /high                                |
| Heights:                             | <b><u>low</u></b> /average/high                                 |
| Uneven Terrain:                      | <b><u>low</u></b> /average/high                                 |
| Other Special Physical Requirements: | <b><u>Ability to communicate orally and in written form</u></b> |

The minimum physical qualifications for the above job are listed below. This information shall be used to establish a minimum standard of the evaluation of applicants for positions in the job classification and in reviewing the capabilities and physical restriction of employees returning from Industrial and Illness Leaves of Absence.

In an 8-hour workday an employee can be expected to:

(Note: Rare = 1-10% Occ.=11-33% Freq.=34-66% Cont.=67-100%)<sup>1</sup>

| On the Job You:            | Never | Rare | Occ. | Freq. | Cont. |
|----------------------------|-------|------|------|-------|-------|
| Bend/Stoop                 |       |      | X    |       |       |
| Squat                      |       |      | X    |       |       |
| Crawl                      |       | X    |      |       |       |
| Climb                      |       | X    |      |       |       |
| Reach above shoulder level |       |      | X    |       |       |
| Crouch                     |       | X    |      |       |       |

<sup>1</sup>In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.

**Job Title:** Purchasing & Grant Coordinator **Job Code:** 231122 **Pay Grade:** PS07 **FLSA Status:** E

|           |  |   |  |  |   |
|-----------|--|---|--|--|---|
| Kneel     |  | X |  |  |   |
| Sit       |  |   |  |  | X |
| Push/Pull |  | X |  |  |   |

Weight limitations: Indicate frequency (Never, Occ. Freq., Cont.)

|            |      |       |       |       |       |         |       |
|------------|------|-------|-------|-------|-------|---------|-------|
| Active/lbs | 0-10 | 11-24 | 25-34 | 35-50 | 51-74 | 75 -100 | >100  |
| Lifting    | OCC. | OCC.  | OCC.  | NEVER | NEVER | NEVER   | NEVER |
| Carrying   | OCC. | OCC.  | OCC.  | NEVER | NEVER | NEVER   | NEVER |
| Push/Pull  | OCC. | OCC.  | OCC.  | NEVER | NEVER | NEVER   | NEVER |

**Approved:**

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Elected Official/Department Head

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Date

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Chief Human Resources Officer

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Date

**History**

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Received by: Print Name

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Signature

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Date

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Department

## **EL PASO COUNTY JOB DESCRIPTION**



### **CONTRACT OPERATIONS MANAGER** **County Administration Department**

#### **Summary of Position**

The Contract Operations Manager assists departments in the preparation of contracts and reviews, monitors and ensures compliance of County contracts to include expenditure review as it relates to funds under the control of the operational and intergovernmental contracts. Position is also responsible for the development and maintenance of contract administration policies and procedures as approved by Commissioners Court and should analyze contract trends in order to best advise departments to ensure the most efficient spend of County funds.

#### **Organizational Relationships**

Reports to: Executive Director of Operations

**Directs:** Purchasing and Grant Coordinator, Administrative Specialist, Int. and interns as assigned. May consult with contractor (subject matter experts) and county personnel, as necessary, to meet contract requirements.

**Other:** Has frequent contact with county employees, county attorney staff, department heads and elected officials, grant and purchasing staff, consultants, management personnel, other public entities staff and project managers, contractors, Board Members, coworkers, officials, vendors, third party contract participants, City departments, 911 District, regulatory and funding agencies and the general public.

#### **Essential Duties**

Ensures office staff follows office policies and procedures; maintains adequate staffing at various peak; enforces office policies and procedures; sets work priorities;

Supervises department employees, including assigning and reviewing work, training, assists in completing performance evaluations, and making recommendations on hiring, terminating, and disciplining personnel;

Selects, motivates, and evaluates department staff; provides or coordinates training and works with employees to correct deficiencies;

Plans, directs, and coordinates, through subordinate-level staff, the department work plan; meets with management staff to identify and resolve problems; assigns projects on areas of responsibility; and reviews and evaluates work methods and procedures;

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

Responds to requests for information, complaints, issues and concerns received via phone, in-person or by e-mail;

Oversees and maintains countywide Contract Management System to include department administration and compliance, software management and user security access;

Provides oversight to maximize the purchasing value of public funds and to provide safeguards to minimize opportunities for fraud or corruption and may assist with policies and procedure development;

Reviews Accounts Payables and cumulative spending reports to ensure all products are in compliance with contract requirements;

Reviews County Vendor list as necessary to ensure a diverse response from qualified companies;

Develops contract administration and compliance reports, as well as contracts performance measures, and provides regular reports to the Executive Director of Operations;

Analyzes report data and makes recommendations to maximize effectiveness by County departments;

Collaborates with departments and project administrators and coordinates entry of contracts into the County Management Software system such as leases, or agreements to ensure compliance applicable requirements, rules and regulations;

Carefully monitors Evergreen contracts and analyzes terms to ensure most advantageous and cost-effective outcomes for the County;

Responds to requests for contract assistance and resolves issues as appropriate;

Assists in preparation, review and monitor of leases, contracts, applications, and agreements; ensures contract compliance with applicable policies and procedures and other terms and conditions; and maintains contracts in accordance with appropriate record retention laws and internal controls.

Develops and prepares contract performance specifications and requests for proposals and monitors project payments;

Monitors and ensures compliance of services to ensure all deliverables are being met; Identifies resource needs; Formulates and develops needs assessment with appropriate management staff;

Reviews and ensures contractor compliance with applicable State licensing regulations and contractor insurance requirements in accordance with applicable regulation;.

Establishes schedules and procedures to provide contract compliance and document

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

management; maintains database for contracts, awards and compliance and maintenance of a bid template library;

Participates in the development of policies and procedures for Commissioners Court consideration and approval and makes recommendations for change and improvements to existing policies and procedures;

Provides information to potential tenants, consultants, contractors, developers, legal counsel and other external entities as warranted;

Prepares and completes required contract information, documents, drafts and amendments and enters information into contract management software system and prepares correspondence for approval;

Prepares analytical and statistical reports regarding contract administration activities and operations;

Resolves contract payment disputes and coordinates resolution with divisions or external entities;

Ensures that contracts are renewed or re-bid as necessary or warranted;

Supervises department employee, including assigning and reviewing work, training completing performance evaluations, and making recommendations on hiring, terminating, and disciplining personnel;

Selects, motivates, and evaluates department personnel; provides or coordinates training and works with employee to correct deficiencies;

Plans, directs, and coordinates, through subordinate-level staff, the department work plan; meets with management staff to identify and resolve problems; assigns projects and programmatic areas of responsibility; and reviews and evaluates work methods and procedures;

Ensures completion of projects on-time and within budget;

Trains users on Contract management processes and procedures;

Commits self to providing excellent customer service and demonstrate commitment through cooperative team and individual efforts; and

Creates a high-quality work culture through participation in and emphasis on training and mentoring to develop leadership, management, and technical skills in self and all employees, including safety related training and skills.

### **Other Important Duties\***

Develops standardize forms for the collection and distribution of lease, contract and agreement information and other documents. Oversees the processing of leases, contracts, and agreements with legal staff, Purchasing Department, project managers, grant administrators and other departments.

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

Attends and participates in professional group meetings and stays abreast of new trends and innovations in the field of contract compliance, and lease negotiations.

Provides or coordinates contract compliance staff training.

As members of the County of El Paso Emergency Response System, all El Paso County employees are designated as Disaster Service Workers during a proclaimed emergency and may be required to train on emergency response and/or perform certain emergency services.

Performs such other related duties as may be assigned.

### **Minimum Requirements: Knowledge, Skills, and Abilities**

*Knowledge of:* Texas contract administration and document preparation; departmental policies and management practices; insurance and surety bond requirements regarding contracts; standard purchasing procedures and practices; budget and financials; inventory procedures and controls; principles and practices of materials and service needs of the organization; supervisory practices and procedures; financial system applications; principles and practices of governmental accounting; conflict resolution. *Skill/Ability to:* Interpret federal, state and local laws and regulations concerning contracting techniques, pricing and equal employment opportunity goals; interpret federal, state, city and county rules, regulations and guidelines related to contract specifications, and contract procurement, management and compliance; interpret federal, state, and County laws, rules, regulations, state and local labor and occupational safety and health rules and regulations; prepare specifications and contract for a large diversity of items develop clear, concise oral and written communication and prepare and present reports and recommendations to boards, commissioners court, regulatory agencies and department management; public speak and make formal public presentations; safely operate and care for assigned county owned equipment; have strong organizational skills, with exceptional attention to detail; work under tight deadlines as part of a team; have internal and external negotiation skills and ability to influence; quickly understand business objectives, identify related issues, and facilitate a risk/cost benefit analysis; be self-starting, self-managing, possess execution-oriented capabilities; manage a broad set of responsibilities with minimal support; thrive and drive decision-making in a dynamic environment where change is constant optimize plans and execution with urgency, demonstrate a proven track record in achieving results, must be proficient with MS Office.

Each and every county position requires the following professional skills and abilities as key and necessary elements of performance:

- Demonstrate regular and reliable attendance;
- Work well with others and participate fully in a team oriented environment;
- Interface with other employees and customers in a courteous and respectful manner;
- Maintain strict confidentiality;
- Project positive support of their department and all county organizations at all times; and,
- Maintain and enhance the County's commitment to customer service excellence

### **Required Experience and Education**

Bachelor's degree in business or public administration, social/behavioral sciences or related field, and five (5) years of experience in contract development and/or administration, or a closely related field at the federal, state or local level in a large organization; with two (2) years supervisory experience.

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

Or any equivalent combination of experience and education which provides the required knowledge, skills, and abilities.

### **Certificates and Licenses Required**

Must have or obtain by date of hire Texas driver's license applicable to job responsibilities, with a driving record acceptable to the County of El Paso.

Contract Management Certification Preferred; CPCM, CTCM or CCMA.

### **Physical Demands**

While working in the office, the incumbent will sit for long periods of time in front of a computer terminal using a keyboard and mouse, requiring hand and finger dexterity, the ability to see well enough to read documents and computer screens, lifting or carrying up to 30 pounds.

### **Work Environment**

Office environment. While performing the duties of this job, the employee is occasionally exposed to outside weather conditions. The noise level in the work environment is usually moderate.

**The above is intended to describe the general nature and level of work being performed by this position. The statements are not intended to be an exhaustive list of all responsibilities and duties required of personnel so classified.**

### **Job Location** (Place(s) where work is performed)

County Administration Department with possible Teleworking Options

### **Equipment** (Machines, tools, etc., used in job performance)

- Computer
- Various office equipment
- Calculator
- Various software applications
- Other equipment related to job performance

**THE COUNTY OF EL PASO, TEXAS  
PHYSICAL REQUIREMENTS AND CONDITIONS**

Physical Requirement

Degree

Hearing Acuity:

low/**average**/sharp

Visual Acuity:

rough/**average**/precision

Visual Color Acuity

**low**/average/high

Manual Dexterity:  
**description**

**To accomplish duties as stated in job**

Operate Moving Equipment:

no/**yes**

Operate Vehicles:  
**business travel**

**Uses county vehicle or own vehicle for**

Environment:

**office/field**

Extremes:

low/**average**/high

Noise:

low/**average**/high

Chemicals:

low/**average**/high

Confined Space:

**low**/average/high

Heights:

**low**/average/high

Uneven Terrain:

**low**/average/high

Other Special Physical Requirements:

**Ability to communicate orally and in written form**

The minimum physical qualifications for the above job are listed below. This information shall be used to establish a minimum standard of the evaluation of applicants for positions in the job classification and in reviewing the capabilities and physical restriction of employees returning from Industrial and Illness Leaves of Absence.

In an 8-hour workday an employee can be expected to:

(Note: Rare = 1-10% Occ.=11-33% Freq.=34-66% Cont.=67-100%)

| On the Job You:            | Never | Rare | Occ. | Freq. | Cont. |
|----------------------------|-------|------|------|-------|-------|
| Bend/Stoop                 |       | X    |      |       |       |
| Squat                      |       | X    |      |       |       |
| Crawl                      |       | X    |      |       |       |
| Climb                      |       |      | X    |       |       |
| Reach above shoulder level |       |      | X    |       |       |
| Crouch                     |       | X    |      |       |       |
| Kneel                      |       | X    |      |       |       |

***\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.***

**Job Title:** Contract Operations Manager   **Job Code:** 100045   **Pay Grade:** PS13   **FLSA Status:** Exempt

|           |  |  |   |   |  |
|-----------|--|--|---|---|--|
| Sit       |  |  |   | X |  |
| Push/Pull |  |  | X |   |  |

Weight limitations: Indicate frequency (Never, Occ. Freq., Cont.)

|             |      |       |       |       |       |         |       |
|-------------|------|-------|-------|-------|-------|---------|-------|
| Active/lbs. | 0-10 | 11-24 | 25-34 | 35-50 | 51-74 | 75 -100 | >100  |
| Lifting     | OCC. | OCC.  | OCC.  | OCC.  | NEVER | NEVER   | NEVER |
| Carrying    | OCC. | OCC.  | OCC.  | OCC.  | NEVER | NEVER   | NEVER |
| Push/Pull   | OCC. | OCC.  | OCC.  | OCC.  | NEVER | NEVER   | NEVER |

**Approved:**

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Elected Official/Department Head

\_\_\_\_\_  
Date

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Chief Human Resources Officer

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Date

**History:**

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Received by: Print Name

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Signature

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Date

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Department

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

[https://ciburlingtonnc-my.sharepoint.com/personal/jandoh\\_burlingtonnc\\_gov/Documents/Desktop/El Paso TA/Human Resources/Contract Operations Manager.docx](https://ciburlingtonnc-my.sharepoint.com/personal/jandoh_burlingtonnc_gov/Documents/Desktop/El Paso TA/Human Resources/Contract Operations Manager.docx)

Employee

## **EL PASO COUNTY JOB DESCRIPTION**



### **TRANSIT PLANNER** Transit Operations

#### **Summary of Position**

The Transit Planner under general supervision performs professional planning work in support of the El Paso County Transportation Planning & Engineering (TP&E) Program. The incumbent is responsible for the development and monitoring of transit needs including planning, traffic studies and infrastructure inventory and assessment. In addition, this position represents the County on various regional transportation committees.

#### **Organizational Relationships**

Reports to: Transportation Program Engineer and Planning & Development Director

Directs: This is a non-supervisory position

Other: Has contact with department heads and/or staff to coordinate and complete assigned responsibilities, County, City, and State agencies, vendors, contractors, and other County employees.

#### **Essential Duties**

Maintains and implements local state and federal transit grants, contracts and required reporting;

Ensures program policies and procedures are in compliance with established federal, state and agency rules and regulations

Conducts and is responsible for the day-to-day operations of County Transit routes, payments, general administration of the division;

Conducts interagency project coordination which includes representing/supporting the Planning & Development Department on regional technical committees;

Establishes and maintains relationships with the regional transportation committee (composed of participating transportation providers, local governments and human service organizations in the service area) to outreach, educate, improve and facilitate the coordination between public transportation and human services in the six-county region (El Paso, Hudspeth, Culberson, Jeff Davis, Brewster and Presidio);

Assists the Transportation Program Engineer in coordinating the development of short and long-range transit strategies in support of appointed County Commissioners Court and County community needs;

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

Plans and conducts research and prepares technical planning material related to county transportation issues and projects;

Conducts highly technical research and analysis, evaluates findings, identifies significant issues, determines options and develops recommendations on complex transportation projects and traffic issues;

Prepares technical material on transportation/transit patterns, travel demands, financial projections, demographics, and air quality analysis;

Performs capacity analysis, traffic impact analysis, traffic studies, forecasting, and modeling;

Analyzes demographic trends and mobility needs and sets goals, objectives and strategies to fill identified gaps in service, eliminate service redundancy and improve the efficiency and effectiveness of regional public transportation systems;

Coordinates and participates in developing, maintaining, and analysis of plans and projects;

Ensures transit projects and programs are consistent with the region's comprehensive plan and that County transportation needs are effectively satisfied;

Meets with private and public sector professionals and representatives and works with other County departments, engineers and consultants involved with transportation planning in addressing countywide transit planning issues;

Provides planning data to the public;

Conducts surveys and researches property ownership and zoning;

Represents the department and provides technical support, information and guidance on planning issues;

Responds to requests for information on ordinances, codes, policies, plans and procedures;

Prepares complex comprehensive documents on data analysis, special reports and recommendations, including reports to federal regulatory agencies;

Attends board and committee meetings, Commissioners Court, citizen group meetings and other gatherings to represent the department, as directed;

Attends and participates in meetings, training and information sessions;

Stays abreast of new trends and innovations in the transit field;

Substitutes, if assigned, during temporary absences by performing delegated duties sufficient to maintain continuity of normal operations;

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

Commits self to providing excellent customer service and demonstrate commitment through cooperative team and individual efforts; and

Creates a high quality work culture through participation in and emphasis on training and mentoring to develop leadership, management, and technical skills in self and all employees, including safety related training and skills.

**Other Important Duties**

Performs such other related duties as may be assigned.

Be available by telephone to respond to work beyond standard workday or workweek hours as necessary.

Occasional travel.

As members of the El Paso County Emergency Response System, all El Paso County employees are designated as Disaster Service Workers during a proclaimed emergency and may be required to train on emergency response and/or perform certain emergency services at the direction of their supervisor.

**Minimum Requirements: Knowledge, Skills, and Abilities**

*Knowledge of:* Transportation/transit planning principles, practices and methods; data gathering and research methods and techniques; local, state and federal codes, regulations and guidelines governing regional transportation; environmental analysis methods and techniques; engineering and planning principles and practices used in the location design, construction and maintenance of all types of highways, bridges and related structures; transportation service operations, policy and administration; transportation laws, codes, standards and specifications; the principles and practices of effective customer service; County organization, operations, policies and procedures; English usage, grammar, punctuation and spelling; techniques for effective interpersonal communications; modern office procedures, methods and computer equipment to include Windows and Microsoft based products.

*Skill/Ability to:* Conduct research; compile data; analyze findings; identify key issues and prepare professional recommendations; explain County policies; review site plans and analyze potential impact; read and understand topography maps and site development plans; identify problems and recommend appropriate solutions; use engineering instruments and tools including computers and engineering workstations; read specifications and technical reports; operate a personal computer and various software applications; conduct research, develop appropriate documentation, assess and prioritize multiple tasks, projects and demands to meet scheduled requirements; establish and maintain effective working relations with coworkers and customers to promote and support a productive work environment; work efficiently and independently and in a team environment to meet established goals and objectives; communicate effectively in verbal and written forms to respond effectively to customers and staff; exercise initiative and independent judgement within established procedural guidelines in performance of daily duties; responding effectively to customers; assessing and prioritizing multiple tasks, projects and demands; reading, interpreting and communicating instructions; compilation, analysis, and presentation of statistical information; use initiative and independent judgement within established procedural guidelines; complete projects on time and within budget; operate personal computer using standard office operating software and general office equipment; prepare and maintain records, maintain filing systems, compile and organize information; communicate effectively both orally and in writing; promote program activities; make mathematical computations; prepare clear, concise and

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

comprehensive written reports, and staff studies; and establish and maintain cooperative and effective relationships with those contacted during the course of work; Pass a Criminal Background Check;

Each and every County position requires the following professional skills and abilities as key and necessary elements of performance:

- Demonstrate regular and reliable attendance;
- Work well with others and participate fully in a team oriented environment;
- Interface with other employees and customers in a courteous and respectful manner;
- Maintain strict confidentiality;
- Project positive support of their department and all organizations receiving El Paso County services at all times; and,
- Maintain and enhance the County's commitment to customer service excellence.

### **Acceptable Experience and Education**

Bachelor's degree from an accredited university or college in transportation, urban or regional planning, urban design, architecture, civil or transportation engineering;

Or any equivalent combination of education, experience, and training which provides the required knowledge, skills, and abilities.

### **Certificates and Licenses Required**

Must have or obtain by date of hire a valid driver's license applicable to job responsibilities, with a driving record acceptable to El Paso County.

In order to access the County's network and systems, a personal mobile smart device is required by the hire start date.

### **Physical Demands**

While performing the duties of this job, the employee is regularly required to sit and use hands and fingers to hand or feel. The employee frequently is required to reach with hands and arms; stoop, kneel, crouch, or crawl; and talk or hear; stand, walk, and climb or balance. The employee must frequently lift and/or move up to 30 pounds and manually push/pull a dolly. Specific vision abilities required by this job include close vision, color vision, depth perception and ability to adjust focus. Must be able to operate a vehicle.

### **Work Environment**

While performing duties of this job, the incumbent will be required to do field and office work. Exposed to outdoor conditions in various weather temperatures.

**The above is intended to describe the general nature and level of work being performed by this position. The statements are not intended to be an exhaustive list of all responsibilities and duties required of personnel so classified.**

### **Job Location** (Place(s) where work is performed)

Various locations throughout the County

### **Equipment** (Machines, tools, etc., used in job performance)

- Computer equipment
- General office equipment

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

- Other equipment related to job performance

**COUNTY OF EL PASO, TEXAS  
PHYSICAL REQUIREMENTS AND CONDITIONS**

Physical Requirement

Degree

Hearing Acuity:

low/**average**/sharp

Visual Acuity:

rough/**average**/precision

Visual Color Acuity

low/**average**/high

Manual Dexterity:  
**description**

**To accomplish duties as stated in job**

Operate Moving Equipment:

**no**/yes

Operate Vehicles:  
**business travel**

**Uses county vehicle or own vehicle for**

Environment:

**office**/field

Extremes:

**low**/average/high

Noise:

low/**average**/high

Chemicals:

**low**/average/high

Confined Space:

low/**average**/high

Heights:

low/**average**/high

Uneven Terrain:

**low**/average/high

Other Special Physical Requirements:

**Ability to communicate orally and in written form**

The minimum physical qualifications for the above job are listed below. This information shall be used to establish a minimum standard of the evaluation of applicants for positions in the job classification and in reviewing the capabilities and physical restriction of employees returning from Industrial and Illness Leaves of Absence.

In an 8-hour workday an employee can be expected to:

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

**Job Title:** Transit Planner **Job Code:** 500018 **Pay Grade:** PS11 **FLSA Status:** E

(Note: Rare = 1-10% Occ. =11-33% Freq. =34-66% Cont. =67-100%)

| On the Job You:            | Never | Rare | Occ. | Freq. | Cont. |
|----------------------------|-------|------|------|-------|-------|
| Bend/Stoop                 |       |      |      | X     |       |
| Squat                      |       |      |      | X     |       |
| Crawl                      |       |      | X    |       |       |
| Climb                      |       | X    |      |       |       |
| Reach above shoulder level |       | X    |      |       |       |
| Crouch                     |       | X    |      |       |       |
| Kneel                      |       |      | X    |       |       |
| Sit                        |       |      |      |       | X     |
| Push/Pull                  |       |      | X    |       |       |

Weight limitations: Indicate frequency (Never, Occ. Freq., Cont.)

| Active/lbs | 0-10  | 11-24 | 25-34 | 35-50 | 51-74 | 75 -100 | >100  |
|------------|-------|-------|-------|-------|-------|---------|-------|
| Lifting    | FREQ. | FREQ. | FREQ. | OCC.  | NEVER | NEVER   | NEVER |
| Carrying   | FREQ. | FREQ. | FREQ. | OCC.  | NEVER | NEVER   | NEVER |
| Push/Pull  | FREQ. | FREQ. | FREQ. | OCC.  | NEVER | NEVER   | NEVER |

**Approved:**

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Elected Official/Department Head

\_\_\_\_\_  
Date

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\_\_\_\_\_  
Chief Human Resources Officer

\_\_\_\_\_  
Date

**History:**

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\_\_\_\_\_  
Received by: Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

**Job Title:** Transit Planner **Job Code:** 500018 **Pay Grade:** PS11 FLSA **Status:** E

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Department

**EL PASO COUNTY**  
**JOB DESCRIPTION**



**ASSOCIATE TRANSPORTATION PLANNER**  
**Transit Operations**

**Summary of Position**

The Associate Transportation Planner is responsible for project management, coordinating technical work and stakeholder engagement, developing project strategies, performing professional, complex transportation activities, analyses and planning studies, oversees contracts and providers, and identifies and secures transportation funds. The incumbent will also be responsible for the efficient and effective operation of the County managed transit programs, ensuring their compliance with all state and federal rules and regulations and local policies and priorities. The incumbent will play a lead role in the identification and securing resources to fund transportation programs, serve as a key liaison to the Texas Department of Transportation (TxDOT) and all the various U.S. Department of Transportation Administrations, and is responsible for the development and monitoring of transportation needs including planning, traffic studies and infrastructure assessments. Furthermore, the incumbent must demonstrate the ability to problem solve, take initiative, and manage multiple high-priority tasks. This position is distinguished by a proven ability to communicate in writing and orally with internal and external stakeholders, and successfully lead efforts to foster collaboration among divergent interests.

**Organizational Relationships**

**Reports to:** Transportation Engineer and Planning & Development Director

**Directs:** The Associate Transportation Planner does not exercise any supervisory authority but may provide direction and guidance to other division members and/or contractors and consultants at the request of the Transportation Engineer and/or Planning & Development Director.

**Other:** Has frequent contact with the Texas Department of Transportation (TxDOT), the New Mexico Department of Transportation (NMDOT), the Federal Transportation Administration (FTA), the Federal Highway Administration (FHWA), the Federal Aviation Administration (FAA), the El Paso Metropolitan Planning Organization (EPMPO), the Camino Real Regional Mobility Authority (CRRMA), County Transit vendors, local elected officials, outside transportation program managers, and Texas County employees and officials.

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

**Essential Duties**

Establishes and maintains effective working relationships; exudes positive customer service focus;

Monitor for updates and read, interpret, and apply federal, state and local law rules, regulations, circulars and ordinances pertaining to public transportation especially relevant sections of Titles 43 & 49 of the United States Code, Titles 14, 23, & 49 of the Code of Federal Regulations (CFRs) and Title 43 of the Texas Administrative Code;

Manage the Transportation Engineering and Planning Division grant program; oversee and coordinate the division grant funding finances, establish grant funding agreements, create and manage overall grant funding plans and manage multiple grants to ensure all expenses are allocated properly; oversee state, regional, and federal Transit grant funding audit processes. oversee essential TxDOT reporting requirements. Compile information and prepare annual applications for formula funding including the review and revision as necessary of Title VI, Disadvantaged Business Enterprise (DBE), Service Standards, Ethics, Limited English Proficiency and other plans, certifications, and documents;

Coordinate ongoing efforts to the preparation of the Far West Texas/El Paso Regional Human Services - Public Transportation Coordination Plan; organize and incorporate input;

Review County development applications for transit related considerations, draft, and submit input for County conditions of approval;

Assist with development and oversight of Transportation Demand Management (**TDM**) and Vehicle Miles Traveled (VMT) mitigation programs and other transportation related initiatives implementing the regions sustainability action plans;

Manages planning studies including evaluating Requests for Proposals and Request for Qualifications; conduct cost, price, and source analysis; and evaluate preliminary cost estimates;

Performs advanced professional work related to variety of planning assignments;

Performs field inspections to gather data relevant to the development review process and/or to verify that development projects comply with approved plans;

Perform analytical tasks in support of transportation planning including evaluation of various aspects of program planning, development, and implementation; conduct transportation studies which include using geographic information system mapping;

Conduct technical analysis using economic, demographic, ridership data to advise on current issues and trends that may affect ridership, service, or use of property;

Monitor public transit system services and operations for compliance with federal, state, and local guidelines and regulations;

Participate in multi-jurisdictional cooperative transportation planning; work with peers from

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

federal, state, and regional agencies, and from other transit agencies, and staffs of elected local, state and federal officials;

Represent the County, Transportation Planning & Engineering Division, Planning & Development and Public Works Departments on committees, outside organizations, and at staff subcommittees as necessary; coordinate technical support activities with other departments, divisions, and outside agencies;

Oversee, review, and perform a variety of transportation studies, including preparing maps, diagrams, graphs, and other material related to transportation plans;

Prepare and present staff reports

Monitor and analyze legislation for impact on transportation programs, activities, and funds;

Analyze demographic trends, travel patterns and mobility needs for planning and resource deployment;

Provide technical oversight on transportation planning projects;

Oversee development and executions of short-range and long-range plans and projects;

Analyze issues, prepare reports and recommendations relative to land use, regional development, transportation, and related issues;

Respond to inquiries and requests for information; resolve service issues and complaints;

Oversee and monitor contractors and contract compliance activities and processes;

Provide technical and functional direction to assigned staff; may assist in completing employee evaluations and training employees;

Substitutes, if assigned, during temporary absences by performing delegated duties sufficient to maintain continuity of normal operations;

Commits self to providing excellent customer service and demonstrate commitment through cooperative team and individual efforts; and

Creates a high-quality work culture through participation in and emphasis on training and mentoring to develop leadership, management, and technical skills in self and all employees, including safety related training and skills;

Perform related duties as assigned.

**Other Important Duties\***

As members of the El Paso County Emergency Response System, all El Paso County employees are designated as Disaster Service Workers during a proclaimed emergency and may be required to train  
*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

on emergency response and/or perform certain emergency services at the direction of their supervisor.

**Minimum Requirements: Knowledge, Skills and Abilities**

*Knowledge of:* Well-developed knowledge of planning principles and practices, Principles, methodology, practices of research and data collection, Effective writing techniques, Experience in community remediation and redevelopment, and knowledge of relevant Federal programs, Computer programs and applications, which may include Microsoft Office, Internet applications, econometric or transportation modeling, and database management, GIS programs and applications, Principles and practices of transit and transportation planning, land use planning, and grants management, Transportation functions and planning procedures, Grant programs related to transportation studies and programs, Intensive practices and trends in transportation policy development, planning, and analysis, Principles, methodology, practices of research and data collection, Local, state, and federal laws, regulations and guidelines relating to public transit safety, planning, operations, claims and grant allocations and audits, Principles and practices related to procurement and lease and contract administration, Principles and practices of grant development, application, and administration, Advanced mathematical principles including statistical techniques, methods and formulas and cost/benefits analysis.

*Skill/Ability to:* Technical report writing; establish objectives; monitor and measure performance against goals, evaluating results and adjusting to meet deadlines; plan, assign, direct, prioritize and coordinate work assignments; research, assemble and present, either in written or oral forms, data and recommendations on transportation systems; identify and secure federal and state funds relating to transportation development and systems; analyze costs and impact of current and proposed county-wide transportation systems; ability to gather, organize and analyze data critically and develop supporting information and reports; ability to work on several projects or issues simultaneously; speak effectively before groups, organizations and related audiences; internet research, website utilization and applicable programs, applications and systems; communicate effectively, both orally and verbally, with the ability to conduct meetings, interviews and research; ability to facilitate in-person and virtual public participation activities; lead and motivate subordinates; complete projects on time and within budget; operate personal computer using standard Microsoft Office operating software and general office equipment; ability to establish and maintain cooperative working relationships with coworkers, the public, including specific advocacy groups, and local, regional, State and Federal agency officials; make frequent public presentations before workgroups, committees, public forums, elected officials and public bodies; make mathematical computations; prepare clear, concise and comprehensive written reports, and staff studies; ability to prepare and implement project work plans and timelines; ability to prepare project plans for consultant selection; ability to understand and apply basic principles of media communications and advertising; ability to make strategic recommendations on complex and controversial issues; schedule, supervise, train and evaluate assigned staff; ability to understand, interpret, and relate to others the concept, aims and principles of transportation planning; the ability to synthesize and explain complex information to the public; the ability and willingness to adapt to unforeseen changes in the work environment and work assignments; and enthusiasm for continued growth and learning for self and other employees.

Each and every County position requires the following professional skills and abilities as key and necessary elements of performance:

- Demonstrate regular and reliable attendance;
- Work well with others and participate fully in a team oriented environment;
- Interface with other employees and customers in a courteous and respectful manner;

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

- Maintain strict confidentiality;
- Project positive support of their department and all County organizations at all times; and,
- Maintain and enhance the County's commitment to customer service excellence

**Acceptable Experience and Education**

Required: Bachelor's degree in transportation, urban planning, engineering, public administration, or business administration from an accredited university or college or a related field and six (6) years of related progressive experience in the above areas;

Preferred: Master's Degree in transportation, urban planning, engineering, public administration, or business administration from an accredited university or college or a related field and four (4) years of related progressive experience in the above areas;

Or any equivalent combination of education, experience and training which provides the required knowledge, skills and abilities.

**Certificates and Licenses Required**

Must have or obtain by date of hire a valid Texas Class C Driver's License applicable to job responsibilities, with a driving record acceptable to El Paso County.

In order to access the County's network and systems, a personal mobile smart device is required by the hire start date.

**Physical Demands**

While performing the duties of this job, the employee is regularly required to use hands and fingers to handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to sit. The employee is occasionally required to stand; walk; climb or balance; and stoop, kneel, crouch, or crawl. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 30 pounds and manually push/pull a dolly. Specific vision abilities required by this job include close vision, color vision, depth perception, and the ability to focus. The individual must be able to operate a vehicle and drive across a large geographic region to fulfill many of the duties of the position.

**Work Environment**

Office environment and field work. Exposure to outdoor conditions in various weather and temperatures. Noise level in the work environment is usually moderate.

**The above is intended to describe the general nature and level of work being performed by this position. The statements are not intended to be an exhaustive list of all responsibilities and duties required of personnel so classified.**

**Job Location** (Place(s) where work is performed)

Various locations throughout the El Paso County service region with an office where the County provides.

**Equipment** (Machines, tools, etc., used in job performance)

- Computer equipment
- General office equipment

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

- Other equipment related to job performance

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

**THE EL PASO COUNTY, TEXAS**  
**PHYSICAL REQUIREMENTS AND CONDITIONS**

| <b><u>Physical Requirement</u></b>   | <b><u>Degree</u></b>                                         |
|--------------------------------------|--------------------------------------------------------------|
| Hearing Acuity:                      | <b><u>low/average/sharp</u></b>                              |
| Visual Acuity:                       | <b><u>rough/average/precision</u></b>                        |
| Visual Color Acuity:                 | <b><u>low/average/high</u></b>                               |
| Manual Dexterity:                    | <b><u>low/average/high</u></b>                               |
| Operate Moving Equipment:            | <b><u>no/yes</u></b>                                         |
| Operate Vehicles:                    | <b><u>Uses own vehicle for business travel</u></b>           |
| Environment:                         | <b><u>office/field</u></b>                                   |
| Extremes:                            | <b><u>low/average/high</u></b>                               |
| Noise:                               | <b><u>low/average/high</u></b>                               |
| Chemicals:                           | <b><u>low/average/high</u></b>                               |
| Confined Space:                      | <b><u>low/average/high</u></b>                               |
| Heights:                             | <b><u>low/average/high</u></b>                               |
| Uneven Terrain:                      | <b><u>low/average/high</u></b>                               |
| Other Special Physical Requirements: | <b><u>Ability to communicate orally and written form</u></b> |

**in**

The minimum physical qualifications for the above job are listed below. This information shall be used to establish a minimum standard of the evaluation of applicants for positions in the job classification and in reviewing the capabilities and physical restriction of employees returning from Industrial and Illness Leaves of Absence.

In an 8-hour workday an employee can be expected

to: (Note: Rare= 1-10% Occ.=11-33% Freq.=34-66% Cont.=67-100%)

| On the Job You:            | Never | Rare     | Occ.     | Freq. | Cont. |
|----------------------------|-------|----------|----------|-------|-------|
| Bend/Stoop                 |       | <b>X</b> |          |       |       |
| Squat                      |       | <b>X</b> |          |       |       |
| Crawl                      |       | <b>X</b> |          |       |       |
| Climb                      |       | <b>X</b> |          |       |       |
| Reach above shoulder level |       |          | <b>X</b> |       |       |
| Crouch                     |       | <b>X</b> |          |       |       |

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**Job Title:** Associate Transportation Planner **Job Code:**???? **Pav Grade:** PS16 **FLSA:** E **Status:**???

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|           |  |          |  |  |          |
|-----------|--|----------|--|--|----------|
| Kneel     |  | <b>X</b> |  |  |          |
| Sit       |  |          |  |  | <b>X</b> |
| Push/Pull |  | <b>X</b> |  |  |          |

Weight limitations: Indicate frequency (Never, Occ. Freq., Cont.)

| Active/lbs | 0-10  | 11-24 | 25-34 | 35-50 | 51-74 | 75 -100 | >100  |
|------------|-------|-------|-------|-------|-------|---------|-------|
| Lifting    | FREQ. | OCC   | OCC   | NEVER | NEVER | NEVER   | NEVER |
| Carrying   | FREQ. | OCC   | OCC   | NEVER | NEVER | NEVER   | NEVER |
| Push/Pull  | FREQ. | NEVER | NEVER | NEVER | NEVER | NEVER   | NEVER |

**Approved:**

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Human Resources Officer

\_\_\_\_\_  
Date

**History:**

\_\_\_\_\_  
Received by: Print Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Department

## **EL PASO COUNTY JOB DESCRIPTION**



### **HUMAN SERVICES TRANSPORTATION PLAN COORDINATOR Public Works Grant Funded**

#### **Summary of Position**

The Human Services Transportation Plan Coordinator is responsible for the development and implementation of a Regional Human Services Transportation Coordination Plan as stipulated in House Bill 3588 enacted by the 78<sup>th</sup> Texas Legislature. The plan will include the counties of El Paso, Hudspeth, Culberson, Jeff Davis, Brewster and Presidio.

#### **Organizational Relationships**

Reports to: Rural Transit Manager

Directs: Administrative Assistant

Other: Has frequent contact with Steering Committee and Stakeholder Group, transportation program managers, elected officials from the target counties and other county employees and officials with the Texas Department of Transportation and other state and federal agencies.

#### **Essential Duties**

Develops a coordinated human services transportation plan for the counties of El Paso, Hudspeth, Culberson, Jeff Davis, Brewster and Presidio in the form of a written report that will be presented to TxDOT at a statewide conference. The plan will include both short and long-term goals and will be developed through a comprehensive transportation needs assessment;

Inventories of existing transportation resources and services;

Researches and documents barriers to coordination and national best practices;

Analysis of demographic trends and mobility needs and a set of goals, objectives and strategies to fill identified gaps in service, eliminate service redundancy and improve the efficiency and effectiveness of regional public transportation systems;

Develops and implements the public involvement phase of the plan, organizes and conducts public input

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

meetings and presents public input with recommendations to Steering and Stakeholder committees

Establishes and maintains relationships within the Steering Committee and Stakeholder Group (composed of participating transportation providers, local governments and human service organizations in the service area) to outreach, educate, improve, and facilitate the coordination between public transportation and human services in the six county region;

Prepares agenda, prepares research and informational reports, provides staff support, and attends scheduled meetings and communicates information to the Steering Committee and Stakeholders Group as appropriate;

Prepares annual work plan derived from Regional Plan and leads or conducts activities or projects to achieve regional transportation goals and objectives. Collects project data and evaluates results;

Prepares annual Regional Coordination grant application, budget and monthly/quarterly reports, Monitors operations budget and assists with approval of program expenses;

Ensures program policies and procedures are in compliance with established federal, state and agency rules and regulations;

Provides oversight for the development and maintenance of a regional transportation coordination website;

Researches funding opportunities and prepares grant applications for consideration by policy bodies and funding agencies;

Organizes and conducts regional funding forums to facilitate transportation provider – human services collaboration and projects that address Regional Plan priorities;

Commits self to providing excellent customer service and demonstrate commitment through cooperative team and individual efforts; and

Creates a high quality work culture through participation in and emphasis on training and mentoring to develop leadership, management, and technical skills in self and all employees, including safety related training and skills.

### **Other Important Duties\***

Performs such other related duties as may be assigned.

As members of the County of El Paso Emergency Response System, all El Paso County employees are designated as Disaster Service Workers during a proclaimed emergency and may be required to train on emergency response and/or perform certain emergency services at the direction of their supervisor.

### **Minimum Requirements: Knowledge, Skills, and Abilities**

*Knowledge of:* Transportation service operations, policy and administration; budgeting methods and procedures; public finance administration; county government organization and functions and their relationship with the

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

organization of local government and districts; laws, rules and regulations governing the operation of public and private transit and transportation systems; computer modeling techniques and programming which relates to transit and transportation systems planning; principles and practices of supervision, training and performance evaluation; English usage, grammar, punctuation and spelling; techniques for effective interpersonal communications; modern office procedures, methods and computer equipment to include Windows and Microsoft based products. *Skill/Ability to:* Technical report writing; establish objectives; monitor and measure performance against goals, evaluating results and making adjustments to meet deadlines; Plan, assign, direct, prioritize and coordinate work assignments; research, assemble and present, either in written or oral forms, data and recommendations on transportation systems; identify and secure federal and state funds relating to transportation development and systems; analyze costs and impact of current and proposed county-wide transportation systems; speak effectively before groups, organizations and related audiences; internet research, website utilization and applicable programs, applications and systems; communicate effectively verbally and ability to conduct meetings, interviews and research; lead and motivate subordinates; complete projects on time and within budget; operate personal computer using standard Office operating software and general office equipment; communicate effectively both orally and in writing; make frequent public presentations before workgroups, committees, public forums, elected officials and public bodies; make mathematical computations; prepare clear, concise and comprehensive written reports, and staff studies; schedule, supervise, train and evaluate assigned staff; and establish and maintain cooperative and effective relationships with those contacted during the course of work.

Each and every county position requires the following professional skills and abilities as key and necessary elements of performance:

- Demonstrate regular and reliable attendance;
- Work well with others and participate fully in a team oriented environment;
- Interface with other employees and customers in a courteous and respectful manner;
- Maintain strict confidentiality;
- Project positive support of their department and all county organizations at all times; and,
- Maintain and enhance the County's commitment to customer service excellence

### **Acceptable Experience and Education**

Bachelor's degree in transportation, urban planning, economics, public administration, social work administration, business administration or a related field plus (2) years work experience in the above areas.

Or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities.

### **Certificates and Licenses Required**

Must have or obtain by date of hire Texas driver's license applicable to job responsibilities, with a driving record acceptable to the County of El Paso  
Class C Texas Drivers License

### **Physical Demands**

While performing the duties of this job, the employee is regularly required to use hands and fingers, to handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to sit. The employee is occasionally required to stand; walk; climb or balance; and stoop, kneel, crouch, or crawl. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include ability to adjust focus. This individual must drive across a large geographic

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

region to fulfill many of the duties of the position.

### **Work Environment**

Office environment and field work. While performing the duties of this job, the employee is occasionally exposed to outside weather conditions. The noise level in the work environment is usually moderate.

**The above is intended to describe the general nature and level of work being performed by this position. The statements are not intended to be an exhaustive list of all responsibilities and duties required of personnel so classified.**

### **Job Location** (Place(s) where work is performed)

Various locations throughout the region with an office in Marfa, Texas.

### **Equipment** (Machines, tools, etc., used in job performance)

- Personal computer system
- Digital scanner
- Copy machine and other general office equipment as necessary.
- Other equipment related to job performance

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

**THE COUNTY OF EL PASO, TEXAS  
PHYSICAL REQUIREMENTS AND CONDITIONS**

| <u>Physical Requirement</u>          | <u>Degree</u>                                            |
|--------------------------------------|----------------------------------------------------------|
| Hearing Acuity:                      | low/ <u>average</u> /sharp                               |
| Visual Acuity:                       | rough/ <u>average</u> /precision                         |
| Visual Color Acuity                  | low/ <u>average</u> /high                                |
| Manual Dexterity:                    | low/ <u>average</u> /high                                |
| Operate Moving Equipment:            | <u>no</u> /yes                                           |
| Operate Vehicles:                    | <u>Uses own vehicle for business travel</u>              |
| Environment:                         | <u>office/field</u>                                      |
| Extremes:                            | <u>low</u> /average/high                                 |
| Noise:                               | <u>low</u> /average/high                                 |
| Chemicals:                           | <u>low</u> /average/high                                 |
| Confined Space:                      | <u>low</u> /average/high                                 |
| Heights:                             | <u>low</u> /average/high                                 |
| Uneven Terrain:                      | <u>low</u> /average/high                                 |
| Other Special Physical Requirements: | <u>Ability to communicate orally and in written form</u> |

The minimum physical qualifications for the above job are listed below. This information shall be used to establish a minimum standard of the evaluation of applicants for positions in the job classification and in reviewing the capabilities and physical restriction of employees returning from Industrial and Illness Leaves of Absence.

In an 8-hour workday an employee can be expected to:

(Note: Rare = 1-10% Occ.=11-33% Freq.=34-66% Cont.=67-100%)

| On the Job You: | Never | Rare | Occ. | Freq. | Cont. |
|-----------------|-------|------|------|-------|-------|
| Bend/Stoop      |       | X    |      |       |       |
| Squat           |       | X    |      |       |       |
| Crawl           |       | X    |      |       |       |
| Climb           |       | X    |      |       |       |

***\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.***

**Job Title:** Human Services Transportation Plan Coordinator **Job Code:** 231025 **Pay Grade:** PS09 **FLSA:** E

|                            |  |   |   |  |   |
|----------------------------|--|---|---|--|---|
| Reach above shoulder level |  |   | X |  |   |
| Crouch                     |  | X |   |  |   |
| Kneel                      |  | X |   |  |   |
| Sit                        |  |   |   |  | X |
| Push/Pull                  |  | X |   |  |   |

Weight limitations: Indicate frequency (Never, Occ. Freq., Cont.)

|            |       |       |       |       |       |         |       |
|------------|-------|-------|-------|-------|-------|---------|-------|
| Active/lbs | 0-10  | 11-24 | 25-34 | 35-50 | 51-74 | 75 -100 | >100  |
| Lifting    | FREQ. | OCC   | OCC   | NEVER | NEVER | NEVER   | NEVER |
| Carrying   | FREQ. | OCC   | OCC   | NEVER | NEVER | NEVER   | NEVER |
| Push/Pull  | FREQ. | NEVER | NEVER | NEVER | NEVER | NEVER   | NEVER |

**Approved:**

\_\_\_\_\_  
Elected Official/Department Head

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Human Resources Officer

\_\_\_\_\_  
Date

**History:**

\_\_\_\_\_  
Received by: Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Department

*\*In accordance with the Americans with Disabilities Act (ADA), this job description does not take into account potential reasonable accommodations.*

[https://ciburlingtonnc-my.sharepoint.com/personal/jandoh\\_burlingtonnc\\_gov/Documents/Desktop/El Paso TA/Human Resources/Human Services Transportation Plan Coord DRAFT.docx](https://ciburlingtonnc-my.sharepoint.com/personal/jandoh_burlingtonnc_gov/Documents/Desktop/El Paso TA/Human Resources/Human Services Transportation Plan Coord DRAFT.docx)



Appendix F. El Paso County Pay Scale

FY2025 PAYSCALE  
FY2024 PAYSCALE WITH NO INCREASE

PROFESSIONAL SERVICES

|          | Entry                            | Step 1<br>Year 1                 | Step 2<br>Year 2                 | Step 3<br>Year 3                 | Step 4<br>Year 4                 | Step 5<br>Year 5                 | Step 6<br>Year 6                 | Step 7<br>Year 7                 | Step 8<br>Year 8                  | Step 9<br>Year 9                  | Step 10<br>Year 10                | Step 11<br>Year 11                | Step 12<br>Year 12                | Step 13<br>Year 13                | Step 14<br>Year 14                | Step 15<br>Year 15                |
|----------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Grade 01 | 51,024.89<br>1,962.50<br>24.5313 | 52,300.52<br>2,011.56<br>25.1445 | 53,608.04<br>2,061.85<br>25.7731 | 54,948.24<br>2,113.39<br>26.4174 | 56,321.96<br>2,166.23<br>27.0779 | 57,730.01<br>2,220.39<br>27.7549 | 59,173.23<br>2,275.89<br>28.4486 | 60,652.57<br>2,332.79<br>29.1599 | 62,168.87<br>2,391.11<br>29.8889  | 63,723.12<br>2,450.89<br>30.6361  | 65,316.18<br>2,512.16<br>31.4020  | 66,949.09<br>2,574.97<br>32.1871  | 68,622.82<br>2,639.34<br>32.9918  | 70,338.40<br>2,705.32<br>33.8165  | 72,096.87<br>2,772.96<br>34.6620  | 73,899.27<br>2,842.28<br>35.5285  |
| Grade 02 | 52,954.27<br>2,036.70<br>25.4588 | 54,278.11<br>2,087.62<br>26.0953 | 55,635.09<br>2,139.81<br>26.7476 | 57,025.97<br>2,193.31<br>27.4164 | 58,451.59<br>2,248.14<br>28.1018 | 59,912.90<br>2,304.34<br>28.8043 | 61,410.71<br>2,361.95<br>29.5244 | 62,945.97<br>2,421.00<br>30.2625 | 64,519.65<br>2,481.53<br>31.0191  | 66,132.61<br>2,543.56<br>31.7945  | 67,785.94<br>2,607.15<br>32.5894  | 69,480.59<br>2,672.33<br>33.4041  | 71,217.60<br>2,739.14<br>34.2393  | 72,998.03<br>2,807.62<br>35.0953  | 74,823.00<br>2,877.81<br>35.9726  | 76,693.57<br>2,949.75<br>36.8719  |
| Grade 03 | 54,956.61<br>2,113.72<br>26.4215 | 56,330.51<br>2,166.56<br>27.0820 | 57,738.78<br>2,220.72<br>27.7590 | 59,182.23<br>2,276.24<br>28.4530 | 60,661.79<br>2,333.15<br>29.1644 | 62,178.33<br>2,391.47<br>29.8934 | 63,732.81<br>2,451.26<br>30.6408 | 65,326.14<br>2,512.54<br>31.4068 | 66,959.28<br>2,575.36<br>32.1920  | 68,633.26<br>2,639.74<br>32.9968  | 70,349.08<br>2,705.73<br>33.8216  | 72,107.81<br>2,773.38<br>34.6673  | 73,910.50<br>2,842.71<br>35.5339  | 75,758.28<br>2,913.78<br>36.4223  | 77,652.24<br>2,986.62<br>37.3328  | 79,593.54<br>3,061.29<br>38.2661  |
| Grade 04 | 57,034.66<br>2,193.64<br>27.4205 | 58,460.50<br>2,248.48<br>28.1060 | 59,922.03<br>2,304.69<br>28.8086 | 61,420.09<br>2,362.31<br>29.5289 | 62,955.57<br>2,421.37<br>30.2671 | 64,529.47<br>2,481.90<br>31.0238 | 66,142.70<br>2,543.95<br>31.7994 | 67,796.25<br>2,607.55<br>32.5944 | 69,491.19<br>2,672.74<br>33.4093  | 71,228.46<br>2,739.56<br>34.2445  | 73,009.17<br>2,808.05<br>35.1006  | 74,834.38<br>2,878.25<br>35.9781  | 76,705.27<br>2,950.20<br>36.8775  | 78,622.90<br>3,023.96<br>37.7995  | 80,588.47<br>3,099.56<br>38.7445  | 82,603.17<br>3,177.05<br>39.7131  |
| Grade 05 | 59,191.27<br>2,276.59<br>28.4574 | 60,671.05<br>2,333.50<br>29.1688 | 62,187.84<br>2,391.84<br>29.8980 | 63,742.52<br>2,451.64<br>30.6455 | 65,336.08<br>2,512.93<br>31.4116 | 66,969.50<br>2,575.75<br>32.1969 | 68,643.73<br>2,640.14<br>33.0018 | 70,359.82<br>2,706.15<br>33.8269 | 72,118.81<br>2,773.80<br>34.6725  | 73,921.79<br>2,843.15<br>35.5394  | 75,769.83<br>2,914.22<br>36.4278  | 77,664.08<br>2,987.08<br>37.3385  | 79,605.67<br>3,061.76<br>38.2720  | 81,595.83<br>3,138.30<br>39.2288  | 83,635.71<br>3,216.76<br>40.2095  | 85,726.61<br>3,297.18<br>41.2148  |
| Grade 06 | 61,429.44<br>2,362.67<br>29.5334 | 62,965.17<br>2,421.74<br>30.2718 | 64,539.32<br>2,482.28<br>31.0285 | 66,152.81<br>2,544.34<br>31.8043 | 67,806.61<br>2,607.95<br>32.5994 | 69,501.77<br>2,673.15<br>33.4144 | 71,239.33<br>2,739.97<br>34.2496 | 73,020.31<br>2,808.47<br>35.1059 | 74,845.84<br>2,878.69<br>35.9836  | 76,716.98<br>2,950.65<br>36.8831  | 78,634.90<br>3,024.42<br>37.8053  | 80,600.76<br>3,100.03<br>38.7504  | 82,615.77<br>3,177.53<br>39.7191  | 84,681.19<br>3,256.97<br>40.7121  | 86,798.21<br>3,338.39<br>41.7299  | 88,968.17<br>3,421.85<br>42.7731  |
| Grade 07 | 63,752.24<br>2,452.01<br>30.6501 | 65,346.07<br>2,513.31<br>31.4164 | 66,979.71<br>2,576.14<br>32.2018 | 68,654.19<br>2,640.55<br>33.0069 | 70,370.56<br>2,706.56<br>33.8320 | 72,129.81<br>2,774.22<br>34.6778 | 73,933.07<br>2,843.58<br>35.5448 | 75,781.40<br>2,914.67<br>36.4334 | 77,675.92<br>2,987.54<br>37.3443  | 79,617.85<br>3,062.23<br>38.2779  | 81,608.26<br>3,138.78<br>39.2348  | 83,648.46<br>3,217.25<br>40.2156  | 85,739.69<br>3,297.68<br>41.2210  | 87,883.18<br>3,380.12<br>42.2515  | 90,080.28<br>3,464.63<br>43.3079  | 92,332.28<br>3,551.24<br>44.3905  |
| Grade 08 | 66,162.87<br>2,544.73<br>31.8091 | 67,816.92<br>2,608.34<br>32.6043 | 69,512.36<br>2,673.55<br>33.4194 | 71,250.16<br>2,740.39<br>34.2549 | 73,031.44<br>2,808.90<br>35.1113 | 74,857.23<br>2,879.12<br>35.9890 | 76,728.63<br>2,951.10<br>36.8888 | 78,646.84<br>3,024.88<br>37.8110 | 80,613.02<br>3,100.50<br>38.7563  | 82,628.35<br>3,178.01<br>39.7251  | 84,694.06<br>3,257.46<br>40.7183  | 86,811.41<br>3,338.90<br>41.7363  | 88,981.69<br>3,422.37<br>42.7796  | 91,206.23<br>3,507.93<br>43.8491  | 93,486.40<br>3,595.63<br>44.9454  | 95,823.55<br>3,685.52<br>46.0690  |
| Grade 09 | 68,664.65<br>2,640.95<br>33.0119 | 70,381.25<br>2,706.97<br>33.8371 | 72,140.79<br>2,774.65<br>34.6831 | 73,944.31<br>2,844.01<br>35.5501 | 75,792.91<br>2,915.11<br>36.4389 | 77,687.74<br>2,987.99<br>37.3499 | 79,629.93<br>3,062.69<br>38.2836 | 81,620.67<br>3,139.26<br>39.2408 | 83,661.21<br>3,217.74<br>40.2218  | 85,752.73<br>3,298.18<br>41.2273  | 87,896.55<br>3,380.64<br>42.2580  | 90,093.98<br>3,465.15<br>43.3144  | 92,346.30<br>3,551.78<br>44.3973  | 94,654.95<br>3,640.58<br>45.5073  | 97,021.34<br>3,731.59<br>46.6449  | 99,446.87<br>3,824.88<br>47.8110  |
| Grade 10 | 71,261.03<br>2,740.81<br>34.2601 | 73,042.57<br>2,809.33<br>35.1166 | 74,868.62<br>2,879.56<br>35.9945 | 76,740.33<br>2,951.55<br>36.8944 | 78,658.86<br>3,025.34<br>37.8168 | 80,625.33<br>3,100.97<br>38.7621 | 82,640.96<br>3,178.50<br>39.7313 | 84,707.00<br>3,257.96<br>40.7245 | 86,824.66<br>3,339.41<br>41.7426  | 88,995.28<br>3,422.90<br>42.7863  | 91,220.14<br>3,508.47<br>43.8559  | 93,500.64<br>3,596.18<br>44.9523  | 95,838.17<br>3,686.08<br>46.0760  | 98,234.12<br>3,778.24<br>47.2280  | 100,689.97<br>3,872.69<br>48.4086 | 103,207.22<br>3,969.51<br>49.6189 |
| Grade 11 | 73,955.60<br>2,844.45<br>35.5556 | 75,804.48<br>2,915.56<br>36.4445 | 77,699.59<br>2,988.45<br>37.3556 | 79,642.07<br>3,063.16<br>38.2895 | 81,633.14<br>3,139.74<br>39.2468 | 83,673.96<br>3,218.23<br>40.2279 | 85,765.81<br>3,298.69<br>41.2336 | 87,909.97<br>3,381.15<br>42.2644 | 90,107.71<br>3,465.68<br>43.3210  | 92,360.41<br>3,552.32<br>44.4040  | 94,669.40<br>3,641.13<br>45.5141  | 97,036.14<br>3,732.16<br>46.6520  | 99,462.05<br>3,825.46<br>47.8183  | 101,948.61<br>3,921.10<br>49.0138 | 104,497.31<br>4,019.13<br>50.2391 | 107,109.75<br>4,119.61<br>51.4951 |
| Grade 12 | 76,752.05<br>2,952.00<br>36.9000 | 78,670.86<br>3,025.80<br>37.8225 | 80,637.63<br>3,101.45<br>38.7681 | 82,653.57<br>3,178.98<br>39.7373 | 84,719.91<br>3,258.46<br>40.7308 | 86,837.92<br>3,339.92<br>41.7490 | 89,008.85<br>3,423.42<br>42.7928 | 91,234.09<br>3,509.00<br>43.8625 | 93,514.91<br>3,596.73<br>44.9591  | 95,852.80<br>3,686.65<br>46.0831  | 98,249.13<br>3,778.81<br>47.2351  | 100,705.34<br>3,873.28<br>48.4160 | 103,222.97<br>3,970.11<br>49.6264 | 105,803.54<br>4,069.37<br>50.8671 | 108,448.64<br>4,171.10<br>52.1388 | 111,159.86<br>4,275.38<br>53.4423 |
| Grade 13 | 79,654.25<br>3,063.63<br>38.2954 | 81,645.62<br>3,140.22<br>39.2528 | 83,686.74<br>3,218.72<br>40.2340 | 85,778.88<br>3,299.19<br>41.2399 | 87,923.39<br>3,381.67<br>42.2709 | 90,121.47<br>3,466.21<br>43.3276 | 92,374.51<br>3,552.87<br>44.4109 | 94,683.87<br>3,641.69<br>45.5211 | 97,050.96<br>3,732.73<br>46.6591  | 99,477.24<br>3,826.05<br>47.8256  | 101,964.17<br>3,921.70<br>49.0213 | 104,513.28<br>4,019.74<br>50.2468 | 107,126.12<br>4,120.24<br>51.5030 | 109,804.25<br>4,223.24<br>52.7905 | 112,549.35<br>4,328.82<br>54.1103 | 115,363.11<br>4,437.04<br>55.4630 |
| Grade 14 | 82,666.15<br>3,179.47<br>39.7434 | 84,732.82<br>3,258.95<br>40.7369 | 86,851.13<br>3,340.43<br>41.7554 | 89,022.41<br>3,423.94<br>42.7993 | 91,247.99<br>3,509.54<br>43.8693 | 93,529.16<br>3,597.28<br>44.9660 | 95,867.38<br>3,687.21<br>46.0901 | 98,264.10<br>3,779.39<br>47.2424 | 100,720.70<br>3,873.87<br>48.4234 | 103,238.70<br>3,970.72<br>49.6340 | 105,819.68<br>4,069.99<br>50.8749 | 108,465.17<br>4,171.74<br>52.1468 | 111,176.80<br>4,276.03<br>53.4504 | 113,956.21<br>4,382.93<br>54.7866 | 116,805.12<br>4,492.50<br>56.1563 | 119,725.26<br>4,604.82<br>57.5603 |



FY2025 PAYSCALE  
FY2024 PAYSCALE WITH NO INCREASE

PROFESSIONAL SERVICES

|          | Entry                             | Step 1<br>Year 1                  | Step 2<br>Year 2                  | Step 3<br>Year 3                  | Step 4<br>Year 4                  | Step 5<br>Year 5                  | Step 6<br>Year 6                  | Step 7<br>Year 7                  | Step 8<br>Year 8                  | Step 9<br>Year 9                  | Step 10<br>Year 10                | Step 11<br>Year 11                | Step 12<br>Year 12                | Step 13<br>Year 13                | Step 14<br>Year 14                | Step 15<br>Year 15                |
|----------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Grade 15 | 85,791.98<br>3,299.69<br>41.2461  | 87,936.78<br>3,382.18<br>42.2773  | 90,135.21<br>3,466.74<br>43.3343  | 92,388.58<br>3,553.41<br>44.4176  | 94,698.29<br>3,642.24<br>45.5280  | 97,065.76<br>3,733.30<br>46.6663  | 99,492.41<br>3,826.63<br>47.8329  | 101,979.71<br>3,922.30<br>49.0288 | 104,529.21<br>4,020.35<br>50.2544 | 107,142.43<br>4,120.86<br>51.5108 | 109,820.99<br>4,223.88<br>52.7985 | 112,566.53<br>4,329.48<br>54.1185 | 115,380.69<br>4,437.72<br>55.4715 | 118,265.18<br>4,548.66<br>56.8583 | 121,221.82<br>4,662.38<br>58.2798 | 124,252.36<br>4,778.94<br>59.7368 |
| Grade 16 | 89,035.97<br>3,424.46<br>42.8058  | 91,261.88<br>3,510.07<br>43.8759  | 93,543.43<br>3,597.82<br>44.9728  | 95,882.02<br>3,687.77<br>46.0971  | 98,279.07<br>3,779.96<br>47.2495  | 100,736.05<br>3,874.46<br>48.4308 | 103,254.44<br>3,971.32<br>49.6415 | 105,835.81<br>4,070.61<br>50.8826 | 108,481.71<br>4,172.37<br>52.1546 | 111,193.74<br>4,276.68<br>53.4585 | 113,973.58<br>4,383.60<br>54.7950 | 116,822.92<br>4,493.19<br>56.1649 | 119,743.50<br>4,605.52<br>57.5690 | 122,737.08<br>4,720.66<br>59.0083 | 125,805.53<br>4,838.67<br>60.4834 | 128,950.64<br>4,959.64<br>61.9955 |
| Grade 17 | 92,402.67<br>3,553.95<br>44.4244  | 94,712.74<br>3,642.80<br>45.5350  | 97,080.54<br>3,733.87<br>46.6734  | 99,507.56<br>3,827.21<br>47.8401  | 101,995.25<br>3,922.89<br>49.0361 | 104,545.13<br>4,020.97<br>50.2621 | 107,158.75<br>4,121.49<br>51.5186 | 109,837.72<br>4,224.53<br>52.8066 | 112,583.67<br>4,330.14<br>54.1268 | 115,398.27<br>4,438.40<br>55.4800 | 118,283.21<br>4,549.35<br>56.8669 | 121,240.29<br>4,663.09<br>58.2886 | 124,271.29<br>4,779.67<br>59.7459 | 127,378.08<br>4,899.16<br>61.2395 | 130,562.54<br>5,021.64<br>62.7705 | 133,826.58<br>5,147.18<br>64.3398 |
| Grade 18 | 95,896.63<br>3,688.33<br>46.1041  | 98,294.06<br>3,780.54<br>47.2568  | 100,751.38<br>3,875.05<br>48.4381 | 103,270.18<br>3,971.93<br>49.6491 | 105,851.93<br>4,071.23<br>50.8904 | 108,498.23<br>4,173.01<br>52.1626 | 111,210.70<br>4,277.33<br>53.4666 | 113,990.95<br>4,384.27<br>54.8034 | 116,840.73<br>4,493.87<br>56.1734 | 119,761.76<br>4,606.22<br>57.5778 | 122,755.78<br>4,721.38<br>59.0173 | 125,824.68<br>4,839.41<br>60.4926 | 128,970.30<br>4,960.40<br>62.0050 | 132,194.55<br>5,084.41<br>63.5551 | 135,499.43<br>5,211.52<br>65.1440 | 138,886.91<br>5,341.80<br>66.7725 |
| Grade 19 | 99,522.73<br>3,827.80<br>47.8475  | 102,010.79<br>3,923.49<br>49.0436 | 104,561.07<br>4,021.58<br>50.2698 | 107,175.09<br>4,122.12<br>51.5265 | 109,854.47<br>4,225.17<br>52.8146 | 112,600.83<br>4,330.80<br>54.1350 | 115,415.87<br>4,439.07<br>55.4884 | 118,301.25<br>4,550.05<br>56.8756 | 121,258.78<br>4,663.80<br>58.2975 | 124,290.23<br>4,780.39<br>59.7549 | 127,397.51<br>4,899.90<br>61.2488 | 130,582.44<br>5,022.40<br>62.7800 | 133,847.00<br>5,147.96<br>64.3495 | 137,193.17<br>5,276.66<br>65.9583 | 140,623.00<br>5,408.58<br>67.6073 | 144,138.59<br>5,543.79<br>69.2974 |
| Grade 20 | 103,285.91<br>3,972.54<br>49.6568 | 105,868.06<br>4,071.85<br>50.8981 | 108,514.78<br>4,173.65<br>52.1706 | 111,227.65<br>4,277.99<br>53.4749 | 114,008.34<br>4,384.94<br>54.8118 | 116,858.53<br>4,494.56<br>56.1820 | 119,780.01<br>4,606.92<br>57.5865 | 122,774.51<br>4,722.10<br>59.0263 | 125,843.86<br>4,840.15<br>60.5019 | 128,989.97<br>4,961.15<br>62.0144 | 132,214.72<br>5,085.18<br>63.5648 | 135,520.08<br>5,212.31<br>65.1539 | 138,908.06<br>5,342.62<br>66.7828 | 142,380.80<br>5,476.18<br>68.4523 | 145,940.32<br>5,613.09<br>70.1636 | 149,588.82<br>5,753.42<br>71.9178 |
| Grade 21 | 107,191.42<br>4,122.75<br>51.5344 | 109,871.23<br>4,225.82<br>52.8228 | 112,618.00<br>4,331.46<br>54.1433 | 115,433.45<br>4,439.75<br>55.4969 | 118,319.28<br>4,550.74<br>56.8843 | 121,277.27<br>4,664.51<br>58.3064 | 124,309.19<br>4,781.12<br>59.7640 | 127,416.92<br>4,900.65<br>61.2581 | 130,602.35<br>5,023.17<br>62.7896 | 133,867.42<br>5,148.75<br>64.3594 | 137,214.11<br>5,277.47<br>65.9684 | 140,644.45<br>5,409.40<br>67.6175 | 144,160.56<br>5,544.64<br>69.3080 | 147,764.58<br>5,683.25<br>71.0406 | 151,458.68<br>5,825.33<br>72.8166 | 155,245.16<br>5,970.97<br>74.6371 |
| Grade 22 | 111,244.59<br>4,278.64<br>53.4830 | 114,025.71<br>4,385.60<br>54.8200 | 116,876.35<br>4,495.24<br>56.1905 | 119,798.25<br>4,607.63<br>57.5954 | 122,793.21<br>4,722.82<br>59.0353 | 125,863.04<br>4,840.89<br>60.5111 | 129,009.63<br>4,961.91<br>62.0239 | 132,234.87<br>5,085.96<br>63.5745 | 135,540.73<br>5,213.11<br>65.1639 | 138,929.24<br>5,343.43<br>66.7929 | 142,402.49<br>5,477.02<br>68.4628 | 145,962.54<br>5,613.94<br>70.1743 | 149,611.61<br>5,754.29<br>71.9286 | 153,351.88<br>5,898.15<br>73.7269 | 157,185.70<br>6,045.60<br>75.5700 | 161,115.36<br>6,196.74<br>77.4593 |
| Grade 23 | 115,451.06<br>4,440.43<br>55.5054 | 118,337.31<br>4,551.44<br>56.8930 | 121,295.75<br>4,665.22<br>58.3153 | 124,328.13<br>4,781.85<br>59.7731 | 127,436.36<br>4,901.40<br>61.2675 | 130,622.25<br>5,023.93<br>62.7991 | 133,887.84<br>5,149.53<br>64.3691 | 137,235.02<br>5,278.27<br>65.9784 | 140,665.88<br>5,410.23<br>67.6279 | 144,182.51<br>5,545.48<br>69.3185 | 147,787.10<br>5,684.12<br>71.0515 | 151,481.77<br>5,826.22<br>72.8278 | 155,268.82<br>5,971.88<br>74.6485 | 159,150.54<br>6,121.17<br>76.5146 | 163,129.29<br>6,274.20<br>78.4275 | 167,207.52<br>6,431.06<br>80.3883 |
| Grade 24 | 119,816.50<br>4,608.33<br>57.6041 | 122,811.93<br>4,723.54<br>59.0443 | 125,882.21<br>4,841.62<br>60.5203 | 129,029.27<br>4,962.66<br>62.0333 | 132,254.99<br>5,086.73<br>63.5841 | 135,561.39<br>5,213.90<br>65.1738 | 138,950.41<br>5,344.25<br>66.8031 | 142,424.18<br>5,477.85<br>68.4731 | 145,984.75<br>5,614.80<br>70.1850 | 149,634.39<br>5,755.17<br>71.9396 | 153,375.25<br>5,899.05<br>73.7381 | 157,209.63<br>6,046.52<br>75.5815 | 161,139.87<br>6,197.69<br>77.4711 | 165,168.40<br>6,352.63<br>79.4079 | 169,297.57<br>6,511.45<br>81.3931 | 173,529.99<br>6,674.23<br>83.4279 |
| Grade 25 | 124,347.08<br>4,782.58<br>59.7823 | 127,455.76<br>4,902.14<br>61.2768 | 130,642.15<br>5,024.70<br>62.8088 | 133,908.20<br>5,150.32<br>64.3790 | 137,255.90<br>5,279.07<br>65.9884 | 140,687.31<br>5,411.05<br>67.6381 | 144,204.50<br>5,546.33<br>69.3291 | 147,809.60<br>5,684.98<br>71.0623 | 151,504.85<br>5,827.11<br>72.8389 | 155,292.46<br>5,972.79<br>74.6599 | 159,174.77<br>6,122.11<br>76.5264 | 163,154.15<br>6,275.16<br>78.4395 | 167,233.00<br>6,432.04<br>80.4005 | 171,413.82<br>6,592.84<br>82.4105 | 175,699.17<br>6,757.66<br>84.4708 | 180,091.64<br>6,926.60<br>86.5825 |
| Grade 26 | 129,048.97<br>4,963.42<br>62.0428 | 132,275.18<br>5,087.51<br>63.5939 | 135,582.07<br>5,214.70<br>65.1838 | 138,971.63<br>5,345.06<br>66.8133 | 142,445.93<br>5,478.69<br>68.4836 | 146,007.07<br>5,615.66<br>70.1958 | 149,657.24<br>5,756.05<br>71.9506 | 153,398.68<br>5,899.95<br>73.7494 | 157,233.64<br>6,047.45<br>75.5931 | 161,164.47<br>6,198.63<br>77.4829 | 165,193.59<br>6,353.60<br>79.4200 | 169,323.42<br>6,512.44<br>81.4055 | 173,556.53<br>6,675.25<br>83.4406 | 177,895.43<br>6,842.13<br>85.5266 | 182,342.82<br>7,013.19<br>87.6649 | 186,901.40<br>7,188.52<br>89.8565 |
| Grade 27 | 133,928.63<br>5,151.10<br>64.3888 | 137,276.84<br>5,279.88<br>65.9985 | 140,708.76<br>5,411.88<br>67.6485 | 144,226.47<br>5,547.17<br>69.3396 | 147,832.15<br>5,685.85<br>71.0731 | 151,527.97<br>5,828.00<br>72.8500 | 155,316.14<br>5,973.70<br>74.6713 | 159,199.06<br>6,123.04<br>76.5380 | 163,179.03<br>6,276.12<br>78.4515 | 167,258.50<br>6,433.02<br>80.4128 | 171,439.96<br>6,593.84<br>82.4230 | 175,725.98<br>6,758.69<br>84.4836 | 180,119.12<br>6,927.66<br>86.5958 | 184,622.08<br>7,100.85<br>88.7606 | 189,237.64<br>7,278.37<br>90.9796 | 193,968.58<br>7,460.33<br>93.2541 |
| Grade 28 | 138,992.83<br>5,345.88<br>66.8235 | 142,467.65<br>5,479.53<br>68.4941 | 146,029.35<br>5,616.51<br>70.2064 | 149,680.08<br>5,756.93<br>71.9616 | 153,422.08<br>5,900.85<br>73.7606 | 157,257.63<br>6,048.37<br>75.6046 | 161,189.07<br>6,199.58<br>77.4948 | 165,218.78<br>6,354.57<br>79.4321 | 169,349.25<br>6,513.43<br>81.4179 | 173,582.98<br>6,676.27<br>83.4534 | 177,922.57<br>6,843.18<br>85.5398 | 182,370.64<br>7,014.26<br>87.6783 | 186,929.92<br>7,189.61<br>89.8701 | 191,603.15<br>7,369.35<br>92.1169 | 196,393.21<br>7,553.59<br>94.4199 | 201,303.05<br>7,742.43<br>96.7804 |



FY2025 PAYSCALE  
FY2024 PAYSCALE WITH NO INCREASE

PROFESSIONAL SERVICES

|            | Entry                               | Step 1<br>Year 1                    | Step 2<br>Year 2                    | Step 3<br>Year 3                    | Step 4<br>Year 4                    | Step 5<br>Year 5                    | Step 6<br>Year 6                    | Step 7<br>Year 7                    | Step 8<br>Year 8                    | Step 9<br>Year 9                    | Step 10<br>Year 10                  | Step 11<br>Year 11                  | Step 12<br>Year 12                  | Step 13<br>Year 13                  | Step 14<br>Year 14                  | Step 15<br>Year 15                  |
|------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Grade 29   | 144,248.47<br>5,548.02<br>69.3503   | 147,854.66<br>5,686.72<br>71.0840   | 151,551.04<br>5,828.89<br>72.8611   | 155,339.81<br>5,974.61<br>74.6826   | 159,223.33<br>6,123.97<br>76.5496   | 163,203.88<br>6,277.07<br>78.4634   | 167,283.98<br>6,434.00<br>80.4250   | 171,466.08<br>6,594.85<br>82.4356   | 175,752.73<br>6,759.72<br>84.4965   | 180,146.57<br>6,928.71<br>86.6089   | 184,650.21<br>7,101.93<br>88.7741   | 189,266.50<br>7,279.48<br>90.9935   | 193,998.14<br>7,461.47<br>93.2684   | 198,848.10<br>7,648.00<br>95.6000   | 203,819.31<br>7,839.20<br>97.9900   | 208,914.77<br>8,035.18<br>100.4398  |
| Grade 30   | 149,702.84<br>5,757.80<br>71.9725   | 153,445.44<br>5,901.75<br>73.7719   | 157,281.56<br>6,049.29<br>75.6161   | 161,213.59<br>6,200.52<br>77.5065   | 165,243.93<br>6,355.54<br>79.4443   | 169,375.02<br>6,514.42<br>81.4303   | 173,609.40<br>6,677.28<br>83.4660   | 177,949.65<br>6,844.22<br>85.5528   | 182,398.39<br>7,015.32<br>87.6915   | 186,958.34<br>7,190.71<br>89.8839   | 191,632.29<br>7,370.47<br>92.1309   | 196,423.10<br>7,554.73<br>94.4341   | 201,333.68<br>7,743.60<br>96.7950   | 206,367.04<br>7,937.19<br>99.2149   | 211,526.21<br>8,135.62<br>101.6953  | 216,814.37<br>8,339.01<br>104.2376  |
| Grade 31   | 155,363.51<br>5,975.52<br>74.6940   | 159,247.58<br>6,124.91<br>76.5614   | 163,228.78<br>6,278.03<br>78.4754   | 167,309.49<br>6,434.98<br>80.4373   | 171,492.23<br>6,595.86<br>82.4483   | 175,779.55<br>6,760.75<br>84.5094   | 180,174.01<br>6,929.77<br>86.6221   | 184,678.38<br>7,103.01<br>88.7876   | 189,295.35<br>7,280.59<br>91.0074   | 194,027.72<br>7,462.60<br>93.2825   | 198,878.42<br>7,649.17<br>95.6146   | 203,850.37<br>7,840.40<br>98.0050   | 208,946.63<br>8,036.41<br>100.4551  | 214,170.29<br>8,237.32<br>102.9665  | 219,524.56<br>8,443.25<br>105.5406  | 225,012.67<br>8,654.33<br>108.1791  |
| Grade 32   | 161,238.17<br>6,201.47<br>77.5184   | 165,269.14<br>6,356.51<br>79.4564   | 169,400.86<br>6,515.42<br>81.4428   | 173,635.88<br>6,678.30<br>83.4788   | 177,976.77<br>6,845.26<br>85.5658   | 182,426.19<br>7,016.39<br>87.7049   | 186,986.87<br>7,191.80<br>89.8975   | 191,661.52<br>7,371.60<br>92.1450   | 196,453.07<br>7,555.89<br>94.4486   | 201,364.39<br>7,744.78<br>96.8098   | 206,398.50<br>7,938.40<br>99.2300   | 211,558.45<br>8,136.86<br>101.7108  | 216,847.43<br>8,340.29<br>104.2536  | 222,268.62<br>8,548.79<br>106.8599  | 227,825.33<br>8,762.51<br>109.5314  | 233,520.97<br>8,981.58<br>112.2698  |
| Grade PME1 | 243,351.96<br>9,359.69<br>116.9961  | 249,435.76<br>9,593.68<br>119.9210  | 255,671.65<br>9,833.53<br>122.9191  | 262,063.45<br>10,079.36<br>125.9920 | 268,615.03<br>10,331.35<br>129.1419 | 275,330.39<br>10,589.63<br>132.3704 | 282,213.66<br>10,854.37<br>135.6796 | 289,269.00<br>11,125.73<br>139.0716 | 296,500.71<br>11,403.87<br>142.5484 | 303,913.24<br>11,688.97<br>146.1121 | 311,511.08<br>11,981.20<br>149.7650 | 319,298.87<br>12,280.73<br>153.5091 | 327,281.33<br>12,587.74<br>157.3468 | 335,463.37<br>12,902.44<br>161.2805 | 343,849.93<br>13,225.00<br>165.3125 | 352,446.19<br>13,555.62<br>169.4453 |
| Grade PME2 | 267,687.15<br>10,295.66<br>128.6958 | 274,379.32<br>10,553.05<br>131.9131 | 281,238.81<br>10,816.88<br>135.2110 | 288,269.78<br>11,087.30<br>138.5913 | 295,476.54<br>11,364.48<br>142.0560 | 302,863.43<br>11,648.59<br>145.6074 | 310,435.01<br>11,939.81<br>149.2476 | 318,195.90<br>12,238.30<br>152.9788 | 326,150.78<br>12,544.26<br>156.8033 | 334,304.57<br>12,857.87<br>160.7234 | 342,662.18<br>13,179.31<br>164.7414 | 351,228.73<br>13,508.80<br>168.8600 | 360,009.46<br>13,846.52<br>173.0815 | 369,009.71<br>14,192.68<br>177.4085 | 378,234.96<br>14,547.50<br>181.8438 | 387,690.80<br>14,911.18<br>186.3898 |
| Grade JP08 | 72,944.56<br>2,805.56<br>35.0695    | 74,768.15<br>2,875.70<br>35.9463    | 76,637.38<br>2,947.59<br>36.8449    | 78,553.30<br>3,021.28<br>37.7660    | 80,517.16<br>3,096.81<br>38.7101    | 82,530.09<br>3,174.23<br>39.6779    | 84,593.31<br>3,253.59<br>40.6699    | 86,708.15<br>3,334.93<br>41.6866    | 88,875.86<br>3,418.30<br>42.7288    | 91,097.75<br>3,503.76<br>43.7970    | 93,375.21<br>3,591.35<br>44.8919    | 95,709.57<br>3,681.14<br>46.0143    | 98,102.32<br>3,773.17<br>47.1646    | 100,554.88<br>3,867.50<br>48.3438   | 103,068.76<br>3,964.18<br>49.5523   | 105,645.47<br>4,063.29<br>50.7911   |
| Grade JP11 | 81,536.04<br>3,136.00<br>39.2000    | 83,574.45<br>3,214.40<br>40.1800    | 85,663.80<br>3,294.76<br>41.1845    | 87,805.39<br>3,377.13<br>42.2141    | 90,000.54<br>3,461.56<br>43.2695    | 92,250.54<br>3,548.10<br>44.3513    | 94,556.81<br>3,636.80<br>45.4600    | 96,920.74<br>3,727.72<br>46.5965    | 99,343.74<br>3,820.91<br>47.7614    | 101,827.35<br>3,916.44<br>48.9555   | 104,373.02<br>4,014.35<br>50.1794   | 106,982.35<br>4,114.71<br>51.4339   | 109,656.91<br>4,217.57<br>52.7196   | 112,398.34<br>4,323.01<br>54.0376   | 115,208.29<br>4,431.09<br>55.3886   | 118,088.50<br>4,541.87<br>56.7734   |
| Grade JP13 | 87,818.81<br>3,377.65<br>42.2206    | 90,014.30<br>3,462.09<br>43.2761    | 92,264.63<br>3,548.64<br>44.3580    | 94,571.22<br>3,637.35<br>45.4669    | 96,935.54<br>3,728.29<br>46.6036    | 99,358.93<br>3,821.50<br>47.7688    | 101,842.89<br>3,917.03<br>48.9629   | 104,388.97<br>4,014.96<br>50.1870   | 106,998.68<br>4,115.33<br>51.4416   | 109,673.67<br>4,218.22<br>52.7278   | 112,415.51<br>4,323.67<br>54.0459   | 115,225.89<br>4,431.77<br>55.3971   | 118,106.55<br>4,542.56<br>56.7820   | 121,059.18<br>4,656.12<br>58.2015   | 124,085.65<br>4,772.53<br>59.6566   | 127,187.83<br>4,891.84<br>61.1480   |
| Grade JP14 | 91,139.43<br>3,505.36<br>43.8170    | 93,417.93<br>3,593.00<br>44.9125    | 95,753.36<br>3,682.82<br>46.0353    | 98,147.21<br>3,774.89<br>47.1861    | 100,600.90<br>3,869.27<br>48.3659   | 103,115.90<br>3,966.00<br>49.5750   | 105,693.79<br>4,065.15<br>50.8144   | 108,336.17<br>4,166.78<br>52.0848   | 111,044.57<br>4,270.95<br>53.3869   | 113,820.66<br>4,377.72<br>54.7215   | 116,666.19<br>4,487.16<br>56.0895   | 119,582.85<br>4,599.34<br>57.4918   | 122,572.42<br>4,714.32<br>58.9290   | 125,636.72<br>4,832.18<br>60.4023   | 128,777.64<br>4,952.99<br>61.9124   | 131,997.10<br>5,076.81<br>63.4601   |
| Grade JP19 | 109,723.81<br>4,220.15<br>52.7519   | 112,466.90<br>4,325.65<br>54.0706   | 115,278.58<br>4,433.79<br>55.4224   | 118,160.54<br>4,544.64<br>56.8080   | 121,114.55<br>4,658.25<br>58.2281   | 124,142.41<br>4,774.71<br>59.6839   | 127,245.99<br>4,894.08<br>61.1760   | 130,427.13<br>5,016.43<br>62.7054   | 133,687.81<br>5,141.84<br>64.2730   | 137,029.99<br>5,270.38<br>65.8798   | 140,455.75<br>5,402.14<br>67.5268   | 143,967.14<br>5,537.20<br>69.2150   | 147,566.33<br>5,675.63<br>70.9454   | 151,255.47<br>5,817.52<br>72.7190   | 155,036.86<br>5,962.96<br>74.5370   | 158,912.79<br>6,112.03<br>76.4004   |
| Grade JP27 | 147,656.30<br>5,679.09<br>70.9886   | 151,347.71<br>5,821.07<br>72.7634   | 155,131.41<br>5,966.59<br>74.5824   | 159,009.69<br>6,115.76<br>76.4470   | 162,984.95<br>6,268.65<br>78.3581   | 167,059.59<br>6,425.37<br>80.3171   | 171,236.04<br>6,586.00<br>82.3250   | 175,516.96<br>6,750.65<br>84.3831   | 179,904.88<br>6,919.42<br>86.4928   | 184,402.50<br>7,092.40<br>88.6550   | 189,012.55<br>7,269.71<br>90.8714   | 193,737.90<br>7,451.46<br>93.1433   | 198,581.33<br>7,637.74<br>95.4718   | 203,545.85<br>7,828.69<br>97.8586   | 208,634.50<br>8,024.40<br>100.3050  | 213,850.36<br>8,225.01<br>102.8126  |
| Grade MP08 | 69,471.01<br>2,671.96<br>33.3995    | 71,207.77<br>2,738.76<br>34.2345    | 72,987.98<br>2,807.23<br>35.0904    | 74,812.67<br>2,877.41<br>35.9676    | 76,683.01<br>2,949.35<br>36.8669    | 78,600.09<br>3,023.08<br>37.7885    | 80,565.06<br>3,098.66<br>38.7333    | 82,579.18<br>3,176.12<br>39.7015    | 84,643.67<br>3,255.53<br>40.6941    | 86,759.77<br>3,336.91<br>41.7114    | 88,928.76<br>3,420.34<br>42.7543    | 91,151.98<br>3,505.85<br>43.8231    | 93,430.77<br>3,593.49<br>44.9186    | 95,766.54<br>3,683.33<br>46.0416    | 98,160.72<br>3,775.41<br>47.1926    | 100,614.70<br>3,869.80<br>48.3725   |
| Grade MP11 | 77,653.38<br>2,986.67<br>37.3334    | 79,594.70<br>3,061.33<br>38.2666    | 81,584.57<br>3,137.87<br>39.2234    | 83,624.17<br>3,216.31<br>40.2039    | 85,714.80<br>3,296.72<br>41.2090    | 87,857.66<br>3,379.14<br>42.2393    | 90,054.10<br>3,463.62<br>43.2953    | 92,305.47<br>3,550.21<br>44.3776    | 94,613.10<br>3,638.97<br>45.4871    | 96,978.43<br>3,729.94<br>46.6243    | 99,402.87<br>3,823.19<br>47.7899    | 101,887.90<br>3,918.77<br>48.9846   | 104,435.10<br>4,016.73<br>50.2091   | 107,046.00<br>4,117.15<br>51.4644   | 109,722.10<br>4,220.08<br>52.7510   | 112,465.20<br>4,325.58<br>54.0698   |



FY2025 PAYSCALE  
FY2024 PAYSCALE WITH NO INCREASE

PROFESSIONAL SERVICES

|            | Entry      | Step 1<br>Year 1 | Step 2<br>Year 2 | Step 3<br>Year 3 | Step 4<br>Year 4 | Step 5<br>Year 5 | Step 6<br>Year 6 | Step 7<br>Year 7 | Step 8<br>Year 8 | Step 9<br>Year 9 | Step 10<br>Year 10 | Step 11<br>Year 11 | Step 12<br>Year 12 | Step 13<br>Year 13 | Step 14<br>Year 14 | Step 15<br>Year 15 |
|------------|------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Grade MP13 | 83,636.96  | 85,727.90        | 87,871.08        | 90,067.82        | 92,319.56        | 94,627.54        | 96,993.24        | 99,418.06        | 101,903.50       | 104,451.10       | 107,062.30         | 109,738.90         | 112,482.40         | 115,294.40         | 118,176.80         | 121,131.20         |
|            | 3,216.81   | 3,297.23         | 3,379.66         | 3,464.15         | 3,550.75         | 3,639.52         | 3,730.51         | 3,823.77         | 3,919.37         | 4,017.35         | 4,117.78           | 4,220.73           | 4,326.25           | 4,434.40           | 4,545.26           | 4,658.89           |
|            | 40.2101    | 41.2154          | 42.2458          | 43.3019          | 44.3844          | 45.4940          | 46.6314          | 47.7971          | 48.9921          | 50.2169          | 51.4723            | 52.7591            | 54.0781            | 55.4300            | 56.8158            | 58.2361            |
| Grade MP17 | 97,022.80  | 99,448.38        | 101,934.50       | 104,482.90       | 107,095.00       | 109,772.30       | 112,516.60       | 115,329.60       | 118,212.80       | 121,168.10       | 124,197.30         | 127,302.30         | 130,484.80         | 133,746.90         | 137,090.60         | 140,517.90         |
|            | 3,731.65   | 3,824.94         | 3,920.56         | 4,018.57         | 4,119.04         | 4,222.01         | 4,327.56         | 4,435.75         | 4,546.65         | 4,660.31         | 4,776.82           | 4,896.24           | 5,018.65           | 5,144.11           | 5,272.72           | 5,404.53           |
|            | 46.6456    | 47.8118          | 49.0070          | 50.2321          | 51.4880          | 52.7751          | 54.0945          | 55.4469          | 56.8331          | 58.2539          | 59.7103            | 61.2030            | 62.7331            | 64.3014            | 65.9090            | 67.5566            |
| Grade MP24 | 125,807.30 | 128,952.50       | 132,176.30       | 135,480.70       | 138,867.70       | 142,339.40       | 145,897.90       | 149,545.30       | 153,283.90       | 157,116.10       | 161,044.00         | 165,070.10         | 169,196.80         | 173,426.80         | 177,762.40         | 182,206.40         |
|            | 4,838.74   | 4,959.71         | 5,083.70         | 5,210.80         | 5,341.07         | 5,474.59         | 5,611.46         | 5,751.74         | 5,895.53         | 6,042.93         | 6,194.00           | 6,348.85           | 6,507.57           | 6,670.26           | 6,837.02           | 7,007.94           |
|            | 60.4843    | 61.9964          | 63.5463          | 65.1350          | 66.7634          | 68.4324          | 70.1433          | 71.8968          | 73.6941          | 75.5366          | 77.4250            | 79.3606            | 81.3446            | 83.3783            | 85.4628            | 87.5993            |

\* Includes JPD Certified Payscales as approved by the Juvenile Board for the TJJD Salary Adjustment Grant



FY2026 PAYSCALE  
FY2025 PAYSCALE WITH NO INCREASE

EXECUTIVE SERVICES

|          | Entry                            | Step 1<br>Year 1                 | Step 2<br>Year 2                 | Step 3<br>Year 3                 | Step 4<br>Year 4                 | Step 5<br>Year 5                 | Step 6<br>Year 6                 | Step 7<br>Year 7                 | Step 8<br>Year 8                 | Step 9<br>Year 9                  | Step 10<br>Year 10                | Step 11<br>Year 11                | Step 12<br>Year 12                | Step 13<br>Year 13                | Step 14<br>Year 14                | Step 15<br>Year 15                |
|----------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Grade 01 | 51,603.16<br>1,984.74<br>24.8093 | 52,893.26<br>2,034.36<br>25.4295 | 54,215.58<br>2,085.21<br>26.0651 | 55,570.97<br>2,137.35<br>26.7169 | 56,960.25<br>2,190.78<br>27.3848 | 58,384.26<br>2,245.55<br>28.0694 | 59,843.87<br>2,301.69<br>28.7711 | 61,339.96<br>2,359.23<br>29.4904 | 62,873.46<br>2,418.21<br>30.2276 | 64,445.30<br>2,478.67<br>30.9834  | 66,056.43<br>2,540.63<br>31.7579  | 67,707.84<br>2,604.15<br>32.5519  | 69,400.54<br>2,669.25<br>33.3656  | 71,135.54<br>2,735.98<br>34.1998  | 72,913.93<br>2,804.38<br>35.0548  | 74,736.78<br>2,874.49<br>35.9311  |
| Grade 02 | 52,240.26<br>2,009.24<br>25.1155 | 53,546.25<br>2,059.47<br>25.7434 | 54,884.91<br>2,110.96<br>26.3870 | 56,257.06<br>2,163.73<br>27.0466 | 57,663.45<br>2,217.83<br>27.7229 | 59,105.04<br>2,273.27<br>28.4159 | 60,582.68<br>2,330.10<br>29.1263 | 62,097.26<br>2,388.36<br>29.8545 | 63,649.66<br>2,448.06<br>30.6008 | 65,240.89<br>2,509.27<br>31.3659  | 66,871.93<br>2,572.00<br>32.1500  | 68,543.74<br>2,636.30<br>32.9538  | 70,257.33<br>2,702.21<br>33.7776  | 72,013.75<br>2,769.76<br>34.6220  | 73,814.10<br>2,839.00<br>35.4875  | 75,659.46<br>2,909.98<br>36.3748  |
| Grade 03 | 54,215.57<br>2,085.21<br>26.0651 | 55,570.96<br>2,137.34<br>26.7168 | 56,960.24<br>2,190.78<br>27.3848 | 58,384.25<br>2,245.55<br>28.0694 | 59,843.85<br>2,301.69<br>28.7711 | 61,339.95<br>2,359.23<br>29.4904 | 62,873.43<br>2,418.21<br>30.2276 | 64,445.28<br>2,478.66<br>30.9833 | 66,056.41<br>2,540.63<br>31.7579 | 67,707.82<br>2,604.15<br>32.5519  | 69,400.52<br>2,669.25<br>33.3656  | 71,135.53<br>2,735.98<br>34.1998  | 72,913.91<br>2,804.38<br>35.0548  | 74,736.77<br>2,874.49<br>35.9311  | 76,605.19<br>2,946.35<br>36.8294  | 78,520.31<br>3,020.01<br>37.7501  |
| Grade 04 | 56,265.60<br>2,164.06<br>27.0508 | 57,672.25<br>2,218.16<br>27.7270 | 59,114.04<br>2,273.62<br>28.4203 | 60,591.90<br>2,330.46<br>29.1308 | 62,106.68<br>2,388.72<br>29.8590 | 63,659.35<br>2,448.44<br>30.6055 | 65,250.84<br>2,509.65<br>31.3706 | 66,882.12<br>2,572.39<br>32.1549 | 68,554.17<br>2,636.70<br>32.9588 | 70,268.03<br>2,702.62<br>33.7828  | 72,024.73<br>2,770.18<br>34.6273  | 73,825.33<br>2,839.44<br>35.4930  | 75,670.99<br>2,910.42<br>36.3803  | 77,562.76<br>2,983.18<br>37.2898  | 79,501.81<br>3,057.76<br>38.2220  | 81,489.36<br>3,134.21<br>39.1776  |
| Grade 05 | 58,393.13<br>2,245.89<br>28.0736 | 59,852.97<br>2,302.04<br>28.7755 | 61,349.33<br>2,359.59<br>29.4949 | 62,883.04<br>2,418.58<br>30.2323 | 64,455.11<br>2,479.04<br>30.9880 | 66,066.47<br>2,541.02<br>31.7628 | 67,718.14<br>2,604.54<br>32.5568 | 69,411.10<br>2,669.66<br>33.3708 | 71,146.38<br>2,736.40<br>34.2050 | 72,925.02<br>2,804.81<br>35.0601  | 74,748.16<br>2,874.93<br>35.9366  | 76,616.87<br>2,946.80<br>36.8350  | 78,532.29<br>3,020.47<br>37.7559  | 80,495.60<br>3,095.98<br>38.6998  | 82,507.98<br>3,173.38<br>39.6673  | 84,570.69<br>3,252.72<br>40.6590  |
| Grade 06 | 60,601.14<br>2,330.81<br>29.1351 | 62,116.17<br>2,389.08<br>29.8635 | 63,669.07<br>2,448.81<br>30.6101 | 65,260.80<br>2,510.03<br>31.3754 | 66,892.33<br>2,572.78<br>32.1598 | 68,564.64<br>2,637.10<br>32.9638 | 70,278.74<br>2,703.03<br>33.7879 | 72,035.71<br>2,770.60<br>34.6325 | 73,836.61<br>2,839.87<br>35.4984 | 75,682.52<br>2,910.87<br>36.3859  | 77,574.60<br>2,983.64<br>37.2955  | 79,513.93<br>3,058.23<br>38.2279  | 81,501.81<br>3,134.69<br>39.1836  | 83,539.34<br>3,213.05<br>40.1631  | 85,627.86<br>3,293.38<br>41.1673  | 87,768.53<br>3,375.71<br>42.1964  |
| Grade 07 | 62,892.62<br>2,418.95<br>30.2369 | 64,464.94<br>2,479.42<br>30.9928 | 66,076.57<br>2,541.41<br>31.7676 | 67,728.48<br>2,604.94<br>32.5618 | 69,421.69<br>2,670.07<br>33.3759 | 71,157.24<br>2,736.82<br>34.2103 | 72,936.17<br>2,805.24<br>35.0655 | 74,759.56<br>2,875.37<br>35.9421 | 76,628.56<br>2,947.25<br>36.8406 | 78,544.28<br>3,020.93<br>37.7616  | 80,507.89<br>3,096.46<br>38.7058  | 82,520.58<br>3,173.87<br>39.6734  | 84,583.62<br>3,253.22<br>40.6653  | 86,698.19<br>3,334.55<br>41.6819  | 88,865.65<br>3,417.91<br>42.7239  | 91,087.28<br>3,503.36<br>43.7920  |
| Grade 08 | 65,270.76<br>2,510.41<br>31.3801 | 66,902.53<br>2,573.17<br>32.1646 | 68,575.08<br>2,637.50<br>32.9688 | 70,289.45<br>2,703.44<br>33.7930 | 72,046.69<br>2,771.03<br>34.6379 | 73,847.86<br>2,840.30<br>35.5038 | 75,694.06<br>2,911.31<br>36.3914 | 77,586.42<br>2,984.09<br>37.3011 | 79,526.08<br>3,058.70<br>38.2338 | 81,514.24<br>3,135.16<br>39.1895  | 83,552.11<br>3,213.54<br>40.1693  | 85,640.88<br>3,293.88<br>41.1735  | 87,781.90<br>3,376.23<br>42.2029  | 89,976.46<br>3,460.63<br>43.2579  | 92,225.88<br>3,547.15<br>44.3394  | 94,531.51<br>3,635.83<br>45.4479  |
| Grade 09 | 67,738.80<br>2,605.34<br>32.5668 | 69,432.27<br>2,670.47<br>33.3809 | 71,168.07<br>2,737.23<br>34.2154 | 72,947.29<br>2,805.67<br>35.0709 | 74,770.96<br>2,875.81<br>35.9476 | 76,640.22<br>2,947.70<br>36.8463 | 78,556.24<br>3,021.39<br>37.7674 | 80,520.14<br>3,096.93<br>38.7116 | 82,533.15<br>3,174.35<br>39.6794 | 84,596.49<br>3,253.71<br>40.6714  | 86,711.39<br>3,335.05<br>41.6881  | 88,879.18<br>3,418.43<br>42.7304  | 91,101.17<br>3,503.89<br>43.7986  | 93,378.70<br>3,591.49<br>44.8936  | 95,713.15<br>3,681.28<br>46.0160  | 98,105.98<br>3,773.31<br>47.1664  |
| Grade 10 | 70,300.18<br>2,703.85<br>33.7981 | 72,057.67<br>2,771.45<br>34.6431 | 73,859.10<br>2,840.73<br>35.5091 | 75,705.60<br>2,911.75<br>36.3969 | 77,598.24<br>2,984.55<br>37.3069 | 79,538.18<br>3,059.16<br>38.2395 | 81,526.63<br>3,135.64<br>39.1955 | 83,564.82<br>3,214.03<br>40.1754 | 85,653.93<br>3,294.38<br>41.1798 | 87,795.29<br>3,376.74<br>42.2093  | 89,990.16<br>3,461.16<br>43.2645  | 92,239.92<br>3,547.69<br>44.3461  | 94,545.90<br>3,636.38<br>45.4548  | 96,909.57<br>3,727.29<br>46.5911  | 99,332.30<br>3,820.47<br>47.7559  | 101,815.61<br>3,915.99<br>48.9499 |
| Grade 11 | 72,958.41<br>2,806.09<br>35.0761 | 74,782.34<br>2,876.24<br>35.9530 | 76,651.93<br>2,948.15<br>36.8519 | 78,568.23<br>3,021.86<br>37.7733 | 80,532.42<br>3,097.40<br>38.7175 | 82,545.73<br>3,174.84<br>39.6855 | 84,609.38<br>3,254.21<br>40.6776 | 86,724.60<br>3,335.56<br>41.6945 | 88,892.75<br>3,418.95<br>42.7369 | 91,115.05<br>3,504.43<br>43.8054  | 93,392.92<br>3,592.04<br>44.9005  | 95,727.75<br>3,681.84<br>46.0230  | 98,120.94<br>3,773.88<br>47.1735  | 100,573.96<br>3,868.23<br>48.3529 | 103,088.32<br>3,964.94<br>49.5618 | 105,665.50<br>4,064.06<br>50.8008 |
| Grade 12 | 75,717.13<br>2,912.20<br>36.4025 | 77,610.07<br>2,985.00<br>37.3125 | 79,550.32<br>3,059.63<br>38.2454 | 81,539.07<br>3,136.12<br>39.2015 | 83,577.55<br>3,214.52<br>40.1815 | 85,666.99<br>3,294.88<br>41.1860 | 87,808.68<br>3,377.26<br>42.2158 | 90,003.89<br>3,461.69<br>43.2711 | 92,253.98<br>3,548.23<br>44.3529 | 94,560.32<br>3,636.94<br>45.4618  | 96,924.35<br>3,727.86<br>46.5983  | 99,347.45<br>3,821.06<br>47.7633  | 101,831.14<br>3,916.58<br>48.9573 | 104,376.92<br>4,014.50<br>50.1813 | 106,986.33<br>4,114.86<br>51.4358 | 109,660.99<br>4,217.73<br>52.7216 |
| Grade 13 | 78,580.20<br>3,022.32<br>37.7790 | 80,544.69<br>3,097.87<br>38.7234 | 82,558.34<br>3,175.32<br>39.6915 | 84,622.29<br>3,254.70<br>40.6838 | 86,737.84<br>3,336.07<br>41.7009 | 88,906.28<br>3,419.47<br>42.7434 | 91,128.95<br>3,504.96<br>43.8120 | 93,407.17<br>3,592.58<br>44.9073 | 95,742.35<br>3,682.40<br>46.0300 | 98,135.88<br>3,774.46<br>47.1808  | 100,589.29<br>3,868.82<br>48.3603 | 103,104.03<br>3,965.54<br>49.5693 | 105,681.62<br>4,064.68<br>50.8085 | 108,323.67<br>4,166.30<br>52.0788 | 111,031.78<br>4,270.45<br>53.3806 | 113,807.55<br>4,377.21<br>54.7151 |
| Grade 14 | 81,551.50<br>3,136.60<br>39.2075 | 83,590.28<br>3,215.01<br>40.1876 | 85,680.05<br>3,295.39<br>41.1924 | 87,822.04<br>3,377.77<br>42.2221 | 90,017.59<br>3,462.22<br>43.2778 | 92,268.05<br>3,548.77<br>44.3596 | 94,574.74<br>3,637.49<br>45.4686 | 96,939.13<br>3,728.43<br>46.6054 | 99,362.58<br>3,821.64<br>47.7705 | 101,846.64<br>3,917.18<br>48.9648 | 104,392.82<br>4,015.11<br>50.1889 | 107,002.65<br>4,115.49<br>51.4436 | 109,677.71<br>4,218.37<br>52.7296 | 112,419.64<br>4,323.83<br>54.0479 | 115,230.14<br>4,431.93<br>55.3991 | 118,110.88<br>4,542.73<br>56.7841 |



FY2026 PAYSCALE  
FY2025 PAYSCALE WITH NO INCREASE

EXECUTIVE SERVICES

|          | Entry                             | Step 1<br>Year 1                  | Step 2<br>Year 2                  | Step 3<br>Year 3                  | Step 4<br>Year 4                  | Step 5<br>Year 5                  | Step 6<br>Year 6                  | Step 7<br>Year 7                  | Step 8<br>Year 8                  | Step 9<br>Year 9                  | Step 10<br>Year 10                | Step 11<br>Year 11                | Step 12<br>Year 12                | Step 13<br>Year 13                | Step 14<br>Year 14                | Step 15<br>Year 15                |
|----------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Grade 15 | 84,635.17<br>3,255.20<br>40.6900  | 86,751.06<br>3,336.58<br>41.7073  | 88,919.83<br>3,419.99<br>42.7499  | 91,142.83<br>3,505.49<br>43.8186  | 93,421.40<br>3,593.13<br>44.9141  | 95,756.95<br>3,682.96<br>46.0370  | 98,150.87<br>3,775.03<br>47.1879  | 100,604.62<br>3,869.41<br>48.3676 | 103,119.72<br>3,966.14<br>49.5768 | 105,697.74<br>4,065.30<br>50.8163 | 108,340.19<br>4,166.93<br>52.0866 | 111,048.68<br>4,271.10<br>53.3888 | 113,824.90<br>4,377.88<br>54.7235 | 116,670.52<br>4,487.33<br>56.0916 | 119,587.28<br>4,599.51<br>57.4939 | 122,576.98<br>4,714.50<br>58.9313 |
| Grade 16 | 87,835.45<br>3,378.29<br>42.2286  | 90,031.34<br>3,462.74<br>43.2843  | 92,282.10<br>3,549.31<br>44.3664  | 94,589.17<br>3,638.05<br>45.4756  | 96,953.90<br>3,729.00<br>46.6125  | 99,377.74<br>3,822.22<br>47.7778  | 101,862.20<br>3,917.78<br>48.9723 | 104,408.76<br>4,015.72<br>50.1965 | 107,018.96<br>4,116.11<br>51.4514 | 109,694.43<br>4,219.02<br>52.7378 | 112,436.79<br>4,324.49<br>54.0561 | 115,247.73<br>4,432.61<br>55.4076 | 118,128.92<br>4,543.42<br>56.7928 | 121,082.15<br>4,657.01<br>58.2126 | 124,109.19<br>4,773.43<br>59.6679 | 127,211.93<br>4,892.77<br>61.1596 |
| Grade 17 | 91,156.72<br>3,506.03<br>43.8254  | 93,435.64<br>3,593.68<br>44.9210  | 95,771.53<br>3,683.52<br>46.0440  | 98,165.81<br>3,775.61<br>47.1951  | 100,619.96<br>3,870.00<br>48.3750 | 103,135.47<br>3,966.75<br>49.5844 | 105,713.85<br>4,065.92<br>50.8240 | 108,356.69<br>4,167.57<br>52.0946 | 111,065.60<br>4,271.75<br>53.3969 | 113,842.25<br>4,378.55<br>54.7319 | 116,688.32<br>4,488.01<br>56.1001 | 119,605.52<br>4,600.21<br>57.5026 | 122,595.67<br>4,715.22<br>58.9403 | 125,660.54<br>4,833.10<br>60.4138 | 128,802.07<br>4,953.93<br>61.9241 | 132,022.11<br>5,077.77<br>63.4721 |
| Grade 18 | 94,603.58<br>3,638.60<br>45.4825  | 96,968.66<br>3,729.56<br>46.6195  | 99,392.88<br>3,822.80<br>47.7850  | 101,877.70<br>3,918.37<br>48.9796 | 104,424.65<br>4,016.33<br>50.2041 | 107,035.26<br>4,116.74<br>51.4593 | 109,711.15<br>4,219.66<br>52.7458 | 112,453.92<br>4,325.15<br>54.0644 | 115,265.28<br>4,433.28<br>55.4160 | 118,146.90<br>4,544.11<br>56.8014 | 121,100.57<br>4,657.71<br>58.2214 | 124,128.07<br>4,774.16<br>59.6770 | 127,231.31<br>4,893.51<br>61.1689 | 130,412.07<br>5,015.85<br>62.6981 | 133,672.38<br>5,141.25<br>64.2656 | 137,014.18<br>5,269.78<br>65.8723 |
| Grade 19 | 98,180.77<br>3,776.18<br>47.2023  | 100,635.30<br>3,870.59<br>48.3824 | 103,151.18<br>3,967.35<br>49.5919 | 105,729.96<br>4,066.54<br>50.8318 | 108,373.20<br>4,168.20<br>52.1025 | 111,082.55<br>4,272.41<br>53.4051 | 113,859.59<br>4,379.22<br>54.7403 | 116,706.08<br>4,488.70<br>56.1088 | 119,623.74<br>4,600.91<br>57.5114 | 122,614.35<br>4,715.94<br>58.9493 | 125,679.70<br>4,833.83<br>60.4229 | 128,821.69<br>4,954.68<br>61.9335 | 132,042.22<br>5,078.55<br>63.4819 | 135,343.27<br>5,205.51<br>65.0689 | 138,726.87<br>5,335.65<br>66.6956 | 142,195.05<br>5,469.04<br>68.3630 |
| Grade 20 | 101,893.23<br>3,918.97<br>48.9871 | 104,440.56<br>4,016.94<br>50.2118 | 107,051.59<br>4,117.37<br>51.4671 | 109,727.88<br>4,220.30<br>52.7538 | 112,471.07<br>4,325.81<br>54.0726 | 115,282.86<br>4,433.96<br>55.4245 | 118,164.92<br>4,544.80<br>56.8100 | 121,119.05<br>4,658.43<br>58.2304 | 124,147.01<br>4,774.89<br>59.6861 | 127,250.71<br>4,894.26<br>61.1783 | 130,431.97<br>5,016.61<br>62.7076 | 133,692.75<br>5,142.03<br>64.2754 | 137,035.08<br>5,270.58<br>65.8823 | 140,460.95<br>5,402.34<br>67.5293 | 143,972.46<br>5,537.40<br>69.2175 | 147,571.79<br>5,675.84<br>70.9480 |
| Grade 21 | 105,746.07<br>4,067.16<br>50.8395 | 108,389.75<br>4,168.84<br>52.1105 | 111,099.49<br>4,273.06<br>53.4133 | 113,876.96<br>4,379.88<br>54.7485 | 116,723.88<br>4,489.38<br>56.1173 | 119,641.97<br>4,601.61<br>57.5201 | 122,633.01<br>4,716.65<br>58.9581 | 125,698.87<br>4,834.57<br>60.4321 | 128,841.34<br>4,955.44<br>61.9430 | 132,062.37<br>5,079.32<br>63.4915 | 135,363.93<br>5,206.31<br>65.0789 | 138,748.03<br>5,336.46<br>66.7058 | 142,216.73<br>5,469.87<br>68.3734 | 145,772.14<br>5,606.62<br>70.0828 | 149,416.45<br>5,746.79<br>71.8349 | 153,151.85<br>5,890.46<br>73.6308 |
| Grade 22 | 109,744.60<br>4,220.95<br>52.7619 | 112,488.23<br>4,326.47<br>54.0809 | 115,300.42<br>4,434.63<br>55.4329 | 118,182.94<br>4,545.50<br>56.8188 | 121,137.52<br>4,659.14<br>58.2393 | 124,165.96<br>4,775.61<br>59.6951 | 127,270.11<br>4,895.00<br>61.1875 | 130,451.84<br>5,017.38<br>62.7173 | 133,713.14<br>5,142.81<br>64.2851 | 137,055.98<br>5,271.38<br>65.8923 | 140,482.36<br>5,403.17<br>67.5396 | 143,994.43<br>5,538.25<br>69.2281 | 147,594.28<br>5,676.70<br>70.9588 | 151,284.15<br>5,818.62<br>72.7328 | 155,066.25<br>5,964.09<br>74.5511 | 158,942.90<br>6,113.19<br>76.4149 |
| Grade 23 | 113,894.34<br>4,380.55<br>54.7569 | 116,741.69<br>4,490.07<br>56.1259 | 119,660.23<br>4,602.32<br>57.5290 | 122,651.74<br>4,717.37<br>58.9671 | 125,718.04<br>4,835.31<br>60.4414 | 128,860.98<br>4,956.19<br>61.9524 | 132,082.51<br>5,080.10<br>63.5013 | 135,384.57<br>5,207.10<br>65.0888 | 138,769.20<br>5,337.28<br>66.7160 | 142,238.41<br>5,470.71<br>68.3839 | 145,794.35<br>5,607.48<br>70.0935 | 149,439.23<br>5,747.66<br>71.8458 | 153,175.20<br>5,891.35<br>73.6419 | 157,004.59<br>6,038.64<br>75.4830 | 160,929.71<br>6,189.60<br>77.3700 | 164,952.96<br>6,344.34<br>79.3043 |
| Grade 24 | 118,200.98<br>4,546.19<br>56.8274 | 121,155.99<br>4,659.85<br>58.2481 | 124,184.90<br>4,776.34<br>59.7043 | 127,289.52<br>4,895.75<br>61.1969 | 130,471.76<br>5,018.14<br>62.7268 | 133,733.53<br>5,143.60<br>64.2950 | 137,076.88<br>5,272.19<br>65.9024 | 140,503.83<br>5,403.99<br>67.5499 | 144,016.41<br>5,539.09<br>69.2386 | 147,616.82<br>5,677.57<br>70.9696 | 151,307.23<br>5,819.51<br>72.7439 | 155,089.91<br>5,965.00<br>74.5625 | 158,967.18<br>6,114.12<br>76.4265 | 162,941.36<br>6,266.98<br>78.3373 | 167,014.87<br>6,423.65<br>80.2956 | 171,190.23<br>6,584.24<br>82.3030 |
| Grade 25 | 122,670.42<br>4,718.09<br>58.9761 | 125,737.18<br>4,836.05<br>60.4506 | 128,880.61<br>4,956.95<br>61.9619 | 132,102.64<br>5,080.87<br>63.5109 | 135,405.19<br>5,207.89<br>65.0986 | 138,790.31<br>5,338.09<br>66.7261 | 142,260.06<br>5,471.54<br>68.3943 | 145,816.57<br>5,608.33<br>70.1041 | 149,461.99<br>5,748.54<br>71.8568 | 153,198.53<br>5,892.25<br>73.6531 | 157,028.50<br>6,039.56<br>75.4945 | 160,954.22<br>6,190.55<br>77.3819 | 164,978.07<br>6,345.31<br>79.3164 | 169,102.53<br>6,503.94<br>81.2993 | 173,330.09<br>6,666.54<br>83.3318 | 177,663.34<br>6,833.21<br>85.4151 |
| Grade 26 | 127,308.91<br>4,896.50<br>61.2063 | 130,491.63<br>5,018.91<br>62.7364 | 133,753.93<br>5,144.38<br>64.3048 | 137,097.76<br>5,272.99<br>65.9124 | 140,525.22<br>5,404.82<br>67.5603 | 144,038.33<br>5,539.94<br>69.2493 | 147,639.30<br>5,678.43<br>70.9804 | 151,330.28<br>5,820.40<br>72.7550 | 155,113.55<br>5,965.91<br>74.5739 | 158,991.36<br>6,115.05<br>76.4381 | 162,966.16<br>6,267.93<br>78.3491 | 167,040.31<br>6,424.63<br>80.3079 | 171,216.32<br>6,585.24<br>82.3155 | 175,496.73<br>6,749.87<br>84.3734 | 179,884.15<br>6,918.62<br>86.4828 | 184,381.25<br>7,091.59<br>88.6449 |
| Grade 27 | 132,122.79<br>5,081.65<br>63.5206 | 135,425.85<br>5,208.69<br>65.1086 | 138,811.48<br>5,338.90<br>66.7363 | 142,281.77<br>5,472.38<br>68.4048 | 145,838.82<br>5,609.19<br>70.1149 | 149,484.79<br>5,749.42<br>71.8678 | 153,221.90<br>5,893.15<br>73.6644 | 157,052.45<br>6,040.48<br>75.5060 | 160,978.75<br>6,191.49<br>77.3936 | 165,003.25<br>6,346.28<br>79.3285 | 169,128.31<br>6,504.94<br>81.3118 | 173,356.53<br>6,667.56<br>83.3445 | 177,690.44<br>6,834.25<br>85.4281 | 182,132.71<br>7,005.10<br>87.5638 | 186,686.01<br>7,180.23<br>89.7529 | 191,353.15<br>7,359.74<br>91.9968 |
| Grade 28 | 137,118.66<br>5,273.79<br>65.9224 | 140,546.62<br>5,405.64<br>67.5705 | 144,060.30<br>5,540.78<br>69.2598 | 147,661.82<br>5,679.30<br>70.9913 | 151,353.34<br>5,821.28<br>72.7660 | 155,137.18<br>5,966.81<br>74.5851 | 159,015.60<br>6,115.98<br>76.4498 | 162,991.02<br>6,268.89<br>78.3611 | 167,065.80<br>6,425.61<br>80.3201 | 171,242.42<br>6,586.25<br>82.3281 | 175,523.48<br>6,750.90<br>84.3863 | 179,911.57<br>6,919.68<br>86.4960 | 184,409.36<br>7,092.67<br>88.6584 | 189,019.60<br>7,269.98<br>90.8748 | 193,745.08<br>7,451.73<br>93.1466 | 198,588.71<br>7,638.03<br>95.4754 |



FY2026 PAYSCALE  
FY2025 PAYSCALE WITH NO INCREASE

EXECUTIVE SERVICES

|            | Entry                               | Step 1<br>Year 1                    | Step 2<br>Year 2                    | Step 3<br>Year 3                    | Step 4<br>Year 4                    | Step 5<br>Year 5                    | Step 6<br>Year 6                    | Step 7<br>Year 7                    | Step 8<br>Year 8                    | Step 9<br>Year 9                    | Step 10<br>Year 10                  | Step 11<br>Year 11                  | Step 12<br>Year 12                  | Step 13<br>Year 13                  | Step 14<br>Year 14                  | Step 15<br>Year 15                  |
|------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Grade 29   | 142,303.46<br>5,473.21<br>68.4151   | 145,861.05<br>5,610.04<br>70.1255   | 149,507.58<br>5,750.29<br>71.8786   | 153,245.29<br>5,894.05<br>73.6756   | 157,076.41<br>6,041.40<br>75.5175   | 161,003.32<br>6,192.44<br>77.4055   | 165,028.40<br>6,347.25<br>79.3406   | 169,154.10<br>6,505.93<br>81.3241   | 173,382.95<br>6,668.58<br>83.3573   | 177,717.54<br>6,835.29<br>85.4411   | 182,160.47<br>7,006.17<br>87.5771   | 186,714.50<br>7,181.33<br>89.7666   | 191,382.36<br>7,360.86<br>92.0108   | 196,166.92<br>7,544.88<br>94.3110   | 201,071.08<br>7,733.50<br>96.6688   | 206,097.87<br>7,926.84<br>99.0855   |
| Grade 30   | 147,684.30<br>5,680.17<br>71.0021   | 151,376.42<br>5,822.17<br>72.7771   | 155,160.83<br>5,967.72<br>74.5965   | 159,039.86<br>6,116.92<br>76.4615   | 163,015.84<br>6,269.84<br>78.3730   | 167,091.24<br>6,426.59<br>80.3324   | 171,268.51<br>6,587.25<br>82.3406   | 175,550.24<br>6,751.93<br>84.3991   | 179,939.01<br>6,920.73<br>86.5091   | 184,437.46<br>7,093.75<br>88.6719   | 189,048.41<br>7,271.09<br>90.8886   | 193,774.62<br>7,452.87<br>93.1609   | 198,618.99<br>7,639.19<br>95.4899   | 203,584.45<br>7,830.17<br>97.8771   | 208,674.06<br>8,025.93<br>100.3241  | 213,890.93<br>8,226.57<br>102.8321  |
| Grade 31   | 153,268.63<br>5,894.95<br>73.6869   | 157,100.34<br>6,042.32<br>75.5290   | 161,027.83<br>6,193.38<br>77.4173   | 165,053.54<br>6,348.21<br>79.3526   | 169,179.86<br>6,506.92<br>81.3365   | 173,409.38<br>6,669.59<br>83.3699   | 177,744.61<br>6,836.33<br>85.4541   | 182,188.24<br>7,007.24<br>87.5905   | 186,742.92<br>7,182.42<br>89.7803   | 191,411.50<br>7,361.98<br>92.0248   | 196,196.79<br>7,546.03<br>94.3254   | 201,101.70<br>7,734.68<br>96.6835   | 206,129.24<br>7,928.05<br>99.1006   | 211,282.48<br>8,126.25<br>101.5781  | 216,564.54<br>8,329.41<br>104.1176  | 221,978.66<br>8,537.64<br>106.7205  |
| Grade 32   | 159,064.07<br>6,117.85<br>76.4731   | 163,040.68<br>6,270.80<br>78.3850   | 167,116.70<br>6,427.57<br>80.3446   | 171,294.63<br>6,588.26<br>82.3533   | 175,577.00<br>6,752.96<br>84.4120   | 179,966.40<br>6,921.78<br>86.5223   | 184,465.57<br>7,094.83<br>88.6854   | 189,077.21<br>7,272.20<br>90.9025   | 193,804.13<br>7,454.01<br>93.1751   | 198,649.24<br>7,640.36<br>95.5045   | 203,615.46<br>7,831.36<br>97.8920   | 208,705.87<br>8,027.15<br>100.3394  | 213,923.50<br>8,227.83<br>102.8479  | 219,271.59<br>8,433.52<br>105.4190  | 224,753.38<br>8,644.36<br>108.0545  | 230,372.21<br>8,860.47<br>110.7559  |
| Grade 33   | 165,078.71<br>6,349.18<br>79.3648   | 169,205.66<br>6,507.91<br>81.3489   | 173,435.82<br>6,670.61<br>83.3826   | 177,771.73<br>6,837.37<br>85.4671   | 182,216.01<br>7,008.31<br>87.6039   | 186,771.41<br>7,183.52<br>89.7940   | 191,440.69<br>7,363.10<br>92.0388   | 196,226.72<br>7,547.18<br>94.3398   | 201,132.39<br>7,735.86<br>96.6983   | 206,160.69<br>7,929.26<br>99.1158   | 211,314.72<br>8,127.49<br>101.5936  | 216,597.58<br>8,330.68<br>104.1335  | 222,012.53<br>8,538.94<br>106.7368  | 227,562.82<br>8,752.42<br>109.4053  | 233,251.89<br>8,971.23<br>112.1404  | 239,083.19<br>9,195.51<br>114.9439  |
| Grade 34   | 171,320.76<br>6,589.26<br>82.3658   | 175,603.76<br>6,753.99<br>84.4249   | 179,993.87<br>6,922.84<br>86.5355   | 184,493.71<br>7,095.91<br>88.6989   | 189,106.04<br>7,273.31<br>90.9164   | 193,833.71<br>7,455.14<br>93.1893   | 198,679.53<br>7,641.52<br>95.5190   | 203,646.52<br>7,832.56<br>97.9070   | 208,737.69<br>8,028.37<br>100.3546  | 213,956.14<br>8,229.08<br>102.8635  | 219,305.06<br>8,434.81<br>105.4351  | 224,787.66<br>8,645.68<br>108.0710  | 230,407.37<br>8,861.82<br>110.7728  | 236,167.54<br>9,083.37<br>113.5421  | 242,071.72<br>9,310.45<br>116.3806  | 248,123.52<br>9,543.21<br>119.2901  |
| Grade 35   | 177,798.80<br>6,838.42<br>85.4803   | 182,243.77<br>7,009.38<br>87.6173   | 186,799.85<br>7,184.61<br>89.8076   | 191,469.84<br>7,364.22<br>92.0528   | 196,256.59<br>7,548.33<br>94.3541   | 201,163.00<br>7,737.04<br>96.7130   | 206,192.11<br>7,930.47<br>99.1309   | 211,346.90<br>8,128.73<br>101.6091  | 216,630.57<br>8,331.95<br>104.1494  | 222,046.33<br>8,540.24<br>106.7530  | 227,597.51<br>8,753.75<br>109.4219  | 233,287.42<br>8,972.59<br>112.1574  | 239,119.62<br>9,196.91<br>114.9614  | 245,097.61<br>9,426.83<br>117.8354  | 251,225.06<br>9,662.50<br>120.7813  | 257,505.68<br>9,904.06<br>123.8008  |
| Grade 36   | 184,521.84<br>7,096.99<br>88.7124   | 189,134.85<br>7,274.42<br>90.9303   | 193,863.23<br>7,456.28<br>93.2035   | 198,709.82<br>7,642.69<br>95.5336   | 203,677.57<br>7,833.75<br>97.9219   | 208,769.49<br>8,029.60<br>100.3700  | 213,988.74<br>8,230.34<br>102.8793  | 219,338.46<br>8,436.09<br>105.4511  | 224,821.91<br>8,647.00<br>108.0875  | 230,442.48<br>8,863.17<br>110.7896  | 236,203.54<br>9,084.75<br>113.5594  | 242,108.62<br>9,311.87<br>116.3984  | 248,161.31<br>9,544.67<br>119.3084  | 254,365.36<br>9,783.28<br>122.2910  | 260,724.50<br>10,027.87<br>125.3484 | 267,242.60<br>10,278.56<br>128.4820 |
| Grade 37   | 191,499.08<br>7,365.35<br>92.0669   | 196,286.53<br>7,549.48<br>94.3685   | 201,193.70<br>7,738.22<br>96.7278   | 206,223.52<br>7,931.67<br>99.1459   | 211,379.12<br>8,129.97<br>101.6246  | 216,663.59<br>8,333.22<br>104.1653  | 222,080.19<br>8,541.55<br>106.7694  | 227,632.19<br>8,755.08<br>109.4385  | 233,323.01<br>8,973.96<br>112.1745  | 239,156.08<br>9,198.31<br>114.9789  | 245,135.00<br>9,428.27<br>117.8534  | 251,263.36<br>9,663.98<br>120.7998  | 257,544.93<br>9,905.57<br>123.8196  | 263,983.58<br>10,153.21<br>126.9151 | 270,583.17<br>10,407.05<br>130.0881 | 277,347.73<br>10,667.22<br>133.3403 |
| Grade 38   | 198,740.12<br>7,643.85<br>95.5481   | 203,708.60<br>7,834.95<br>97.9369   | 208,801.35<br>8,030.82<br>100.3853  | 214,021.39<br>8,231.59<br>102.8949  | 219,371.90<br>8,437.38<br>105.4673  | 224,856.20<br>8,648.32<br>108.1040  | 230,477.60<br>8,864.52<br>110.8065  | 236,239.55<br>9,086.14<br>113.5768  | 242,145.54<br>9,313.29<br>116.4161  | 248,199.16<br>9,546.12<br>119.3265  | 254,404.15<br>9,784.78<br>122.3098  | 260,764.26<br>10,029.39<br>125.3674 | 267,283.37<br>10,280.13<br>128.5016 | 273,965.44<br>10,537.13<br>131.7141 | 280,814.56<br>10,800.56<br>135.0070 | 287,834.95<br>11,070.58<br>138.3823 |
| Grade 39   | 206,254.97<br>7,932.88<br>99.1610   | 211,411.35<br>8,131.21<br>101.6401  | 216,696.64<br>8,334.49<br>104.1811  | 222,114.04<br>8,542.85<br>106.7856  | 227,666.91<br>8,756.42<br>109.4553  | 233,358.57<br>8,975.33<br>112.1916  | 239,192.54<br>9,199.71<br>114.9964  | 245,172.35<br>9,429.71<br>117.8714  | 251,301.65<br>9,665.45<br>120.8181  | 257,584.20<br>9,907.08<br>123.8385  | 264,023.81<br>10,154.76<br>126.9345 | 270,624.40<br>10,408.63<br>130.1079 | 277,390.03<br>10,668.85<br>133.3606 | 284,324.77<br>10,935.57<br>136.6946 | 291,432.87<br>11,208.96<br>140.1120 | 298,718.71<br>11,489.18<br>143.6148 |
| Grade 40   | 376,929.04<br>14,497.27<br>181.2159 | 386,352.28<br>14,859.70<br>185.7463 | 396,011.07<br>15,231.20<br>190.3900 | 405,911.35<br>15,611.98<br>195.1498 | 416,059.14<br>16,002.27<br>200.0284 | 426,460.62<br>16,402.33<br>205.0291 | 437,122.14<br>16,812.39<br>210.1549 | 448,050.20<br>17,232.70<br>215.4088 | 459,251.43<br>17,663.52<br>220.7940 | 470,732.74<br>18,105.11<br>226.3139 | 482,501.04<br>18,557.73<br>231.9716 | 494,563.57<br>19,021.68<br>237.7710 | 506,927.65<br>19,497.22<br>243.7153 | 519,600.84<br>19,984.65<br>249.8081 | 532,590.89<br>20,484.27<br>256.0534 | 545,905.67<br>20,996.37<br>262.4546 |
| Grade JE36 | 203,435.34<br>7,824.44<br>97.8055   | 208,521.18<br>8,020.05<br>100.2506  | 213,734.22<br>8,220.55<br>102.7569  | 219,077.58<br>8,426.06<br>105.3258  | 224,554.51<br>8,636.71<br>107.9589  | 230,168.37<br>8,852.63<br>110.6579  | 235,922.58<br>9,073.95<br>113.4244  | 241,820.65<br>9,300.79<br>116.2599  | 247,866.16<br>9,533.31<br>119.1664  | 254,062.83<br>9,771.65<br>122.1456  | 260,414.41<br>10,015.94<br>125.1993 | 266,924.76<br>10,266.34<br>128.3293 | 273,597.85<br>10,522.99<br>131.5374 | 280,437.80<br>10,786.07<br>134.8259 | 287,448.76<br>11,055.72<br>138.1965 | 294,634.97<br>11,332.11<br>141.6514 |
| Grade CO   | 260,910.22<br>10,035.01<br>125.4376 | 267,432.97<br>10,285.88<br>128.5735 | 274,118.79<br>10,543.03<br>131.7879 | 280,971.77<br>10,806.61<br>135.0826 | 287,996.06<br>11,076.77<br>138.4596 | 295,195.96<br>11,353.69<br>141.9211 | 302,575.86<br>11,637.53<br>145.4691 | 310,140.26<br>11,928.47<br>149.1059 | 317,893.76<br>12,226.68<br>152.8335 | 325,841.10<br>12,532.35<br>156.6544 | 333,987.13<br>12,845.66<br>160.5708 | 342,336.82<br>13,166.80<br>164.5850 | 350,895.24<br>13,495.97<br>168.6996 | 359,667.62<br>13,833.37<br>172.9171 | 368,659.30<br>14,179.20<br>177.2400 | 377,875.79<br>14,533.68<br>181.6710 |

\* Includes JPD Certified Payscale as approved by the Juvenile Board for the TJJD Salary Adjustment Grant

## Appendix G. Current El Paso County Policies Listing

| Employment Policies                                                                                                            |                                                     |                                                |
|--------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|------------------------------------------------|
| Policy                                                                                                                         | Applies to<br>ETA if El Paso<br>County<br>Employee? | Should ETA Create<br>for Personnel<br>Policies |
| <a href="#">Anti-Harassment Policy</a>                                                                                         | Yes                                                 | Yes                                            |
| <a href="#">Attire, Hygiene, and Grooming Policy</a>                                                                           | No                                                  | Yes                                            |
| <a href="#">Conflict of Interest</a>                                                                                           | No                                                  | Yes                                            |
| <a href="#">Holding Second Jobs or Operating Businesses</a>                                                                    | No                                                  | Yes                                            |
| <a href="#">Personal Conduct and Affairs</a>                                                                                   | No                                                  | Yes                                            |
| <a href="#">Political Activity</a>                                                                                             | No                                                  | Yes                                            |
| <a href="#">Program for Testing for Alcohol Misuse and Use of Controlled Substance by Drivers of Commercial Motor Vehicles</a> | No                                                  | No                                             |
| <a href="#">Prohibition of Firearms Employment Policy</a>                                                                      | No                                                  | Yes                                            |
| <a href="#">Substance Abuse</a>                                                                                                | Yes                                                 | Adopted already                                |
| <a href="#">Tobacco Free Worksite</a>                                                                                          | No                                                  | Yes                                            |
| <a href="#">Vehicle Use and Traffic Accident Policy</a>                                                                        | Yes                                                 | Yes                                            |
| <a href="#">Administrative Leave</a>                                                                                           | No                                                  | Yes                                            |
| <a href="#">Bereavement Leave</a>                                                                                              | Yes                                                 | Yes                                            |
| <a href="#">Emergency Paid Sick Leave and Expanded Family Medical Leave</a>                                                    | Yes                                                 | Yes                                            |
| <a href="#">Employee Retirement System and Group Insurance</a>                                                                 | Yes                                                 | Yes                                            |
| <a href="#">Family and Medical Leave</a>                                                                                       | Yes                                                 | Yes                                            |
| <a href="#">Holiday Leave</a>                                                                                                  | Yes                                                 | Yes                                            |
| <a href="#">Leave Categories</a>                                                                                               | Yes                                                 | Yes                                            |
| <a href="#">Leave Without Pay</a>                                                                                              | Yes                                                 | Yes                                            |
| <a href="#">Military Reserve Training</a>                                                                                      | No                                                  | Yes                                            |
| <a href="#">Notification of Absence</a>                                                                                        | No                                                  | Yes                                            |
| <a href="#">Paid Parental Leave Policy</a>                                                                                     | Yes                                                 | Yes                                            |
| <a href="#">Peace Officer Mental Health Leave Policy</a>                                                                       | No                                                  | No                                             |
| <a href="#">Quarantine Leave Policy</a>                                                                                        | Yes                                                 | Yes                                            |
| <a href="#">Sick Leave</a>                                                                                                     | Yes                                                 | Yes                                            |
| <a href="#">Sick Leave Pool Policy</a>                                                                                         | Yes                                                 | Yes                                            |
| <a href="#">Vacation Leave</a>                                                                                                 | Yes                                                 | Yes                                            |
| <a href="#">Veteran Reemployment Rights</a>                                                                                    | Yes                                                 | Yes                                            |
| <a href="#">Demotions/Suspension/Dismissal</a>                                                                                 | No                                                  | Yes                                            |
| <a href="#">Disciplinary Action Procedures</a>                                                                                 | No                                                  | Yes                                            |
| <a href="#">Disciplinary Demotions</a>                                                                                         | No                                                  | Yes                                            |
| <a href="#">Education Assistance Program</a>                                                                                   | No                                                  | Yes                                            |
| <a href="#">Employee Assistance Program (EAP)</a>                                                                              | Yes                                                 | Yes                                            |
| <a href="#">Employee Identification Badge</a>                                                                                  | No                                                  | Yes                                            |
| <a href="#">Employee Parking Policy</a>                                                                                        | Yes                                                 | No                                             |
| <a href="#">Employment Definitions</a>                                                                                         | No                                                  | Yes                                            |
| <a href="#">Employment Transfers</a>                                                                                           | No                                                  | No                                             |
| <a href="#">Equal Employment Opportunity</a>                                                                                   | Yes                                                 | Adopted already                                |
| <a href="#">Healthy Lifestyle Program</a>                                                                                      | Yes                                                 | Yes                                            |
| <a href="#">Hiring Waiting Period Implementation Policy</a>                                                                    | No                                                  | No                                             |
| <a href="#">Mother Friendly Worksite</a>                                                                                       | Yes                                                 | Yes                                            |
| <a href="#">Nepotism</a>                                                                                                       | Yes                                                 | Yes                                            |
| <a href="#">New Hire Procedure</a>                                                                                             | Yes                                                 | Yes                                            |
| <a href="#">Notary Public Policy</a>                                                                                           | No                                                  | Yes                                            |
| <a href="#">Performance Management and Evaluation Policy</a>                                                                   | No                                                  | Yes                                            |
| <a href="#">Performance Improvement Plan</a>                                                                                   | No                                                  | Yes                                            |
| <a href="#">Pilot Paid Internship Program Policy &amp; Procedures</a>                                                          | No                                                  | Yes                                            |
| <a href="#">Post Retirement Employment</a>                                                                                     | Yes                                                 | Yes                                            |
| <a href="#">Professional Development Policy</a>                                                                                | No                                                  | Yes                                            |
| <a href="#">Reconstitution of Operations Policy (ROOP)</a>                                                                     | Yes                                                 | Yes                                            |

|                                                                                                        |     |                 |
|--------------------------------------------------------------------------------------------------------|-----|-----------------|
| <a href="#">Reduction in Force</a>                                                                     | No  | Yes             |
| <a href="#">Reemployment</a>                                                                           | Yes | Yes             |
| <a href="#">Seasonal Employment</a>                                                                    | No  | Yes             |
| <a href="#">Telework</a>                                                                               | No  | Yes             |
| <a href="#">Travel Policy and Procedures</a>                                                           | No  | Adopted already |
| <a href="#">Voluntary Separation</a>                                                                   | Yes | Yes             |
| <a href="#">Work Period and Schedules</a>                                                              | No  | Yes             |
| <a href="#">Attorney Longevity Pay Policy</a>                                                          | No  | No              |
| <a href="#">Compensation Plan for Deputy and Sgt Deputy Constable</a>                                  | No  | No              |
| <a href="#">Compensatory Time</a>                                                                      | No  | Yes             |
| <a href="#">Judicial Compensation (Associate Judges)</a>                                               | No  | No              |
| <a href="#">Judicial Compensation (County Court at Law Judges)</a>                                     | No  | No              |
| <a href="#">Overtime Compensation Policy</a>                                                           | No  | Yes             |
| <a href="#">Overpayments, Underpayments and Repayment Policy</a>                                       | No  | Yes             |
| <a href="#">Pay Upon Demotions</a>                                                                     | No  | Yes             |
| <a href="#">Payment Upon Separation</a>                                                                | Yes | Yes             |
| <a href="#">Promotions Policy</a>                                                                      | No  | Yes             |
| <a href="#">Reclassification Procedure</a>                                                             | No  | Yes             |
| <a href="#">Recruitment and Career Progression Plan</a>                                                | No  | Yes             |
| <a href="#">Safe Harbor Provision for the FLSA</a>                                                     | Yes | Yes             |
| <a href="#">Shift Differential</a>                                                                     | No  | Yes             |
| <a href="#">Supplemental Stipends</a>                                                                  | No  | Yes             |
| <a href="#">Timekeeping and Attendance</a>                                                             | No  | Yes             |
| <a href="#">Workers Compensation</a>                                                                   | Yes | Yes             |
|                                                                                                        |     |                 |
| <a href="#">Administrative Accountability Policy</a>                                                   | Yes | Yes             |
| <a href="#">AFSCME Notification Policy</a>                                                             | No  | No              |
| <a href="#">Charter School Policy</a>                                                                  | No  | No              |
| <a href="#">County Food Safety Order</a>                                                               | No  | No              |
| <a href="#">County Managerial Operations Policy (04-29-24)</a>                                         | No  | No              |
| <a href="#">Courthouse Food Vendor Policy</a>                                                          | No  | No              |
| <a href="#">COVID-19 Task Force</a>                                                                    | No  | No              |
| <a href="#">Cybersecurity Awareness Training Policy</a>                                                | Yes | Yes             |
| <a href="#">El Paso County Animal Regulations</a>                                                      | No  | No              |
| <a href="#">El Paso County Debt Policy</a>                                                             | No  | No              |
| <a href="#">Executive Session Policy</a>                                                               | No  | No              |
| <a href="#">Handgun Prohibition on County Premises</a>                                                 | Yes | Yes             |
| <a href="#">Invocation Policy</a>                                                                      | No  | No              |
| <a href="#">Juvenile Curfew Order</a>                                                                  | No  | No              |
| <a href="#">Memorial Brick Policy</a>                                                                  | No  | No              |
| <a href="#">Order Regulating Alarm Systems</a>                                                         | No  | No              |
| <a href="#">Overnight Parking Policy</a>                                                               | No  | No              |
| <a href="#">Parking for Unpaid Interns, Volunteers, Board Members and Community Members (12/11/23)</a> | No  | No              |
| <a href="#">Premises Identification Order</a>                                                          | No  | No              |
| <a href="#">Prohibition of Outdoor Burning (5/16/22)</a>                                               | No  | No              |
| <a href="#">Property Naming Policy</a>                                                                 | No  | No              |
| <a href="#">Public Comment Policy</a>                                                                  | No  | No              |
| <a href="#">Public Requests for Accommodations under the ADA Policy</a>                                | No  | No              |
| <a href="#">Redistricting Policy</a>                                                                   | No  | No              |
| <a href="#">Sexual Assault Response Team (SART)</a>                                                    | No  | No              |
| <a href="#">Sexually Oriented Business Application (Business License)</a>                              | No  | No              |
| <a href="#">Sexually Oriented Business Application (Employee License)</a>                              | No  | No              |
| <a href="#">Sexually Oriented Business Order</a>                                                       | No  | No              |
| <a href="#">Sheriff &amp; Constable Fee Schedule 2021</a>                                              | No  | No              |
| <a href="#">Sheriff &amp; Constable Fee Schedule 2020</a>                                              | No  | No              |
| <a href="#">Social Media Policy</a>                                                                    | No  | Yes             |
| <a href="#">Special Events Guidelines</a>                                                              | No  | No              |

|                                                                                                                               |     |     |
|-------------------------------------------------------------------------------------------------------------------------------|-----|-----|
| <a href="#">Special Events Permit Application</a>                                                                             | No  | No  |
| <a href="#">Uniform Rules and Procedures for County Boards</a>                                                                | No  | No  |
| <a href="#">Unpaid Internship and Volunteer Program Policy (12/11/23)</a>                                                     | No  | Yes |
| <a href="#">Use of County Funds by State, County, and Precinct Officials When They Have Not Sought or Secured Re-Election</a> | No  | No  |
| <a href="#">Veteran of the Year Policy</a>                                                                                    | No  | No  |
| <a href="#">Veteran Parade Policy</a>                                                                                         | No  | No  |
|                                                                                                                               |     |     |
| <a href="#">Fraud Waste and Abuse Policy</a>                                                                                  | Yes | Yes |

## Appendix H. Current Benefits Listing for Employees

| Employee Benefits at El Paso County                                                                                                                                                                                           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Blue Cross Blue Shield Medical Plan - Coire or Consumer Driven Health Plan                                                                                                                                                    |
| Healthcare Flex Spending Account                                                                                                                                                                                              |
| Dependent Care Flex Spending Account                                                                                                                                                                                          |
| El Paso County Wellness Program                                                                                                                                                                                               |
| Blue Cross Blue Shield Well On Target                                                                                                                                                                                         |
| Blue Cross Blue Shield Virtual Visits                                                                                                                                                                                         |
| Teladoc Hypertension Management & Diabetes Prevention                                                                                                                                                                         |
| Blue Cross Blue Shield Employee Assistance Program                                                                                                                                                                            |
| wondt-I Weight Loss                                                                                                                                                                                                           |
| Aetna Dental                                                                                                                                                                                                                  |
| Aetna Vision                                                                                                                                                                                                                  |
| Health Savings Account (HSA)                                                                                                                                                                                                  |
| Life Insurance - The Standard - \$40,000 to active employee.                                                                                                                                                                  |
| Supplemental Life and AD&D - Employee Paid                                                                                                                                                                                    |
| Basic and Accidental Death and Dismemberment                                                                                                                                                                                  |
| MetLife Accidental Plan                                                                                                                                                                                                       |
| MetLife Critical Illness                                                                                                                                                                                                      |
| MetLife Hospital Indemnity                                                                                                                                                                                                    |
| MetLife Cancer Insurance                                                                                                                                                                                                      |
| Savi Student Loans                                                                                                                                                                                                            |
| MetLife Pet Insurance                                                                                                                                                                                                         |
| The Standard Disability                                                                                                                                                                                                       |
| Texas County & District Retirement System, each paycheck, 7% of your total earnings is contributed to your TCDRS pension account. Upon retirement, the County will match your contributions at 250% and vesting is at 8 years |
| Nationwide 457 (b) Deferred Compensation Plan                                                                                                                                                                                 |
| LegalShield and IDShield Legal & Identity Theft Protection                                                                                                                                                                    |
| Educational Assistance Program (EdAP) - \$60,000 budget (\$2,000 per employee)                                                                                                                                                |
| Managed by Blue Cross Blue Shield                                                                                                                                                                                             |
| Managed by MetLife                                                                                                                                                                                                            |



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January 23, 2026

## **MONTHLY PROGRESS REPORT 2 – TASK ORDER 4**

To: John Andoh, Reyna Mayorga, and Jesus Cerna, El Paso Transportation Authority  
From: Christina Bune and Michael Walk TTI  
Re: Progress Report for Task Order 4 – On-Call Research and Technical Assistance  
October 2025 through December 2025 (#623251 – M2600352)

---

New in this monthly progress report: TTI will begin identifying the work under this task order with a letter to help maintain consistency across progress reports and monthly check-in meetings.

### **Work Performed in October 2025**

#### **Project Management**

- TTI facilitated the monthly ETA – TTI check-in call on October 2, 2025.
- TTI updated all data related to expenses and remaining budget.
- TTI held regular project check-in meetings internally and with ETA to coordinate the various activities under this task order.

#### **A: Funding Forecast**

- TTI continued work on the Section 5307 funding forecast.
- TTI submitted a draft of the Section 5307 funding forecast to ETA on October 15, 2025. TTI used FY 2025 appropriations and apportionments as a baseline and requested ETA feedback before moving forward.

**B: Sun Metro Contribution Estimate:** No activity this month.

#### **C: Compilation of the Transportation Development Plan (TDP)**

- TTI continued reviewing prior reports and work to determine which required elements of the TDP can be sourced from what prior work.
- TTI developed a TDP outline and commenced developing content.
- TTI transmitted a table of ETA services to County staff for review related to service descriptions and implementation years.

**D: FY 2026 Budget Reconciliation / Spending Plan:** No activity except for work performed under EPATS MRA Task Order 3.

**E: Origin-Destination Study:** No activity this month.

### **Miscellaneous Work**

- TTI developed maps at the request of ETA staff for current GPDR service.

## **Work Performed in November 2025**

### **Project Management**

- TTI facilitated the monthly ETA – TTI check-in call on November 6, 2025.
- TTI updated all data related to expenses and remaining budget.
- TTI held regular project check-in meetings internally and with ETA to coordinate the various activities under this task order.

### **A: Funding Forecast**

- TTI received guidance from ETA and Sun Metro regarding the proposed forecast methodology on November 19.
- TTI reached out to Sun Metro and ETA staff to obtain the data necessary to complete the forecast work (specifically FY 2025 service data).
- TTI continued work on the forecast, including Section 5307, 5339, and State Rural funding.

### **B: Sun Metro Contribution Estimate**

- GIS analysis work underway but not yet complete. Progress slowed due to family illness.

### **C: Compilation of the Transportation Development Plan (TDP)**

- TTI continued its work on the TDP.
- TTI met with ETA staff on November 25, 2025, to discuss the December 2, 2025, EPATS board meeting presentation.
- TTI drafted a presentation to give at the December 2 EPATS board meeting.

### **D: FY 2026 Budget Reconciliation / Spending Plan**

- No significant activity this month.

### **E: Origin-Destination Analyses**

- Analyzed and processed Transdev dataset on November 20, 2025.

- Continued to work on Sun Metro FY 2024 dataset.

#### **F: Service Standards, Performance Measures, and Board Reporting Templates**

- No activity this month.

#### **G: Socorro – Cost of ETA Microtransit Service**

- No activity this month.

### **Work Performed in December**

#### **Project Management**

- TTI facilitated the monthly ETA – TTI check-in call on December 4, 2025.
- TTI updated all data related to expenses and remaining budget.
- TTI held regular project check-in meetings internally and with ETA to coordinate the various activities under this task order.

#### **A: Funding Forecast**

- Completed population-based 5307 and 5339 forecasts for FY 2026 and FY 2027.
- Still waiting for RY 2025 data from Sun Metro and ETA in order to proceed with formula-based forecasts of urban funds.

#### **B: Sun Metro Contribution Estimate**

- GIS analysis work completed. Progress slowed due to family illness.
- Estimate should be completed in early January.

#### **C: Compilation of the Transportation Development Plan (TDP)**

- TTI continued its work on the TDP.
  - o Background / existing conditions / prior work chapters mostly complete.
  - o Service plan (future) chapter needs discussion and additional detail.
- TTI gave a presentation at the December 2 EPATS board meeting.
- Anticipate early January delivery of draft TDP.

#### **D: FY 2026 Budget Reconciliation / Spending Plan**

- Attempted to meet; however, key County staff (Bianca) unavailable.
- TTI requested data on existing grants, grant ALLs, and available budgets.
- Meeting rescheduled to early January.

#### **E: Origin-Destination Analyses**

- Completed analysis of the Sun Metro FY 2024 dataset.

#### **F: Service Standards, Performance Measures, and Board Reporting Templates**

- No activity this month.

#### **G: Socorro – Cost of ETA Microtransit Service**

- No activity this month.

### **Anticipated Activity in January 2026**

#### **Project Management**

- TTI will facilitate the monthly ETA – TTI check-in call in early January.
- TTI will update all data related to expenses and remaining budget.
- TTI will hold regular project check-in meetings internally and with ETA to coordinate the various activities under this task order.

#### **A: Funding Forecast**

- TTI will complete all urban funding forecasts including population- and formula-based approaches for 5307 and 5339 FY 2026 and FY 2027.
- TTI will complete all rural funding forecasts.
- TTI will submit results of all funding forecasts to ETA for review and comment.

#### **B: Sun Metro Contribution Estimate**

- TTI will complete the estimate and submit it in early January.

#### **C: Compilation of the Transportation Development Plan (TDP)**

- TTI will complete its work on the TDP and submit drafts to ETA for comment.
- TTI will revise the TDP based on ETA comments.
- TTI prepare a presentation on the TDP for the January 28, 2026, EPATS board meeting. TTI will update and finalize the presentation based on ETA feedback.
- TTI will remotely present on the TDP at the EPATS board meeting.

#### **D: FY 2026 Budget Reconciliation / Spending Plan**

- TTI will hold a project kick-off meeting and will request data on existing grants, grant ALIs, and available budgets.
- TTI will begin its work using the data provided.

## E: Origin-Destination Analyses

- Work is complete. No other work anticipated.

## F: Service Standards, Performance Measures, and Board Reporting Templates

- No activity planned this month.

## G: Socorro – Cost of ETA Microtransit Service

- No activity planned this month.

### Budget Status

Task Order 4's budget burn rate is slightly ahead, with 59% of the budget remaining but 64% of the time remaining. Please read the issues anticipated / risks section for discussion.

*Table 1. Task Order 4 Budget Burn Rate*

| Budget Item   | Inception To Date<br>Budget | Expenditures<br>Inception To Date | Balance<br>Available | %<br>Available |
|---------------|-----------------------------|-----------------------------------|----------------------|----------------|
| Dollars       | \$100,000                   | \$40,580                          | \$59,420             | 59%            |
| Time (months) | 14                          | 5                                 | 9                    | 64%            |

### Issues Anticipated / Risks

#### Budget and Timeline Risks

The increased workload for the TDP, which went far beyond simply compiling the results of prior service planning studies, presented both timeline and budgetary challenges. The original intent was to submit drafts of the TDP in December; however, the timeline slipped by about a month. The downstream effect is that other work anticipated to start by December has also slipped so staff could be available to assist with the TDP. TTI has updated ETA during monthly check-in meetings on these timeline issues and will continue to work in good faith to meet ETA's deadlines while accommodating rapidly changing ETA service plans, costs, policies, and decisions (which also impacted the GPDRT study timeline) and while TTI staff availability challenges related to medical issues.

As shown in the Budget Status section, approximately 59% of the budget remains while 64% of the period of performance remains, indicating that spending is slightly ahead of schedule. New, unanticipated tasks have been added to Task Order 4, including D:

*FY2026 Budget Reconciliation / Spending Plan and E: Origin-Destination Analysis.*

Although the bulk of the work under this task order is early in the period of performance, the faster rate of spending (as compared to time) is a cause for concern, especially given there are remaining planned projects in the pipeline, including the FY2027 financial plan and contributions (part of the *TDP* task) and *F: Service Standards, Performance Measures, and Board Reporting Templates*. We will need to watch the budget carefully and assess where the budget stands at the end of January 2026.

Appendix J Current Budget – FY 2026

El Paso Transportation Authority (ETA)  
FY2026 Consolidated Budget

| OPERATING EXPENSES               |                                              |               |           |                                                                                                 |
|----------------------------------|----------------------------------------------|---------------|-----------|-------------------------------------------------------------------------------------------------|
| Processed through El Paso County |                                              |               |           |                                                                                                 |
| GL Code                          | Description                                  | Budget Amount |           | Explanation                                                                                     |
| 510011                           | Salaries                                     | \$            | 518,926   | 8 positions total, including 4 new positions @ 6 mo each                                        |
| 511020                           | Fringe - Social Security                     | \$            | 39,697    | Social Security                                                                                 |
| 511030                           | Fringe - Retirement                          | \$            | 100,828   | Retirement                                                                                      |
| 511040                           | Fringe - Ins-Life                            | \$            | 98        | Life Insurance                                                                                  |
| 511050                           | Fringe - Ins-Health                          | \$            | 80,040    | Health Insurance                                                                                |
| 511060                           | Fringe - Ins-WC                              | \$            | 2,439     | Workers Compensation                                                                            |
| 511070                           | Fringe - Ins-Unemployment                    | \$            | 467       | Unemployment                                                                                    |
| 600103                           | Supplies                                     | \$            | 3,000     | Supplies                                                                                        |
| 600603                           | Fuel Cost                                    | \$            | 1,600     | Flyers Energy LLC/DK Fuel for three (3) SUV's                                                   |
| 600605                           | Vehicle Insurance                            | \$            | 600       | Vehicle Insurance                                                                               |
| 600773                           | Communications Phone                         | \$            | 5,500     | Verizon Wireless                                                                                |
| 600604                           | Parking                                      | \$            | 1,400     | El Paso County                                                                                  |
| 600309                           | Ops General Expenses                         | \$            | 27,200    | Other General Operating Expenses                                                                |
| 600317                           | Uniforms                                     | \$            | 700       | Uniforms                                                                                        |
| 600811                           | Travel                                       | \$            | 20,000    | Professional Development / Travel                                                               |
| 601404                           | Contract Services - Purchased Transportation | \$            | 8,100,869 | Transdev, Enterprise, NMDOT, Fuel, Sun Metro Lease, Transit Technology Software                 |
| 601408                           | Contract Services - General                  | \$            | 700,556   | MTM, Sun Metro Licenses, External Auditor, Planning-TTI, El Paso County Administrative Services |
| Subtotal                         |                                              | \$            | 9,603,919 |                                                                                                 |

These items are on the financial plan as Business Operating Expenses (\$40k). Used Bianca's State Grant budget to derive the breakdown between line items. Used Ops General Expenses to balance the \$40k budget.

Updated Gold Route cost estimate 9/17/25

| Processed Through Rio Grande Council of Governments |                                |               |         |                                       |
|-----------------------------------------------------|--------------------------------|---------------|---------|---------------------------------------|
| GL Code                                             | Description                    | Budget Amount |         | Explanation                           |
| 04-5450                                             | Legal Services                 | \$            | 72,000  | Legal Services                        |
| 04-5450                                             | Fiscal Administration Fee      | \$            | 40,000  | RIOCOG Fees                           |
| 04-5450                                             | Strategic Planning             | \$            | 90,307  | TTI Task Orders #3 & #4               |
| 04-5450                                             | Audit                          | \$            | 31,000  | Audits for FY 2023, 2024, 2025        |
| 04-5450                                             | Strategic Planning Facilitator | \$            | 10,000  |                                       |
| 04-5450                                             | Marketing/Website/Printing     | \$            | 70,000  | Marketing, Website, Printing Services |
| 04-5450                                             | General Operations Supplies    | \$            | 20,000  | General Operating Supplies            |
| Subtotal                                            |                                | \$            | 333,307 |                                       |

|                          |  |    |           |  |
|--------------------------|--|----|-----------|--|
| TOTAL OPERATING EXPENSES |  | \$ | 9,937,226 |  |
|--------------------------|--|----|-----------|--|

Balances to the updated FY26 Financial Plan as of 9/17/25

| OPERATING REVENUES                  |                                   |               |           |                                                             |
|-------------------------------------|-----------------------------------|---------------|-----------|-------------------------------------------------------------|
| GL Code                             | Description                       | Budget Amount |           | Explanation                                                 |
| 480401                              | Program Income                    | \$            | 322,414   | Farebox Revenues                                            |
| 430103                              | Federal 5311                      | \$            | 4,851,016 | Federal 5311 Funding                                        |
| 430103                              | Federal 5311(f)                   | \$            | 676,068   | Federal 5311(f) Funding - Pass through for NMDOT Gold Route |
| 430103                              | Federal RTAP                      | \$            | 20,000    | Federal 5311 up to \$4,000 per person per PTN-133           |
| 430103                              | Federal Planning Grant            | \$            | 42,210    | Planning Grant                                              |
| 430203                              | Rural State                       | \$            | 1,073,416 | TxDOT Rural State Funding                                   |
|                                     | New Mexico DOT                    | \$            | 951,820   | New Mexico DOT State Match for 5311(f)                      |
|                                     | City of Anthony Contribution      | \$            | 14,800    |                                                             |
|                                     | City of Clint Contribution        | \$            | 6,900     |                                                             |
|                                     | City of Horizon Contribution      | \$            | 61,000    |                                                             |
|                                     | City of San Elizario Contribution | \$            | 20,100    |                                                             |
|                                     | City of Socorro Contribution      | \$            | 5,000     | Access to ETA transit services                              |
|                                     | Village of Vinton Contribution    | \$            | 13,400    |                                                             |
|                                     | El Paso County Contribution       | \$            | 861,100   | Includes local funds for EPATS and Vanpool                  |
|                                     | Fund Balance Contribution         | \$            | 996,982   | Original forecast + \$91 for contribution rounding effects  |
| Misc Revenues                       |                                   | \$            | 21,000    | Advertising, interest income, surplus of vehicles           |
| TOTAL REVENUES APPLIED TO OPERATING |                                   | \$            | 9,937,226 |                                                             |
|                                     |                                   | \$            | 0         |                                                             |

Updated Gold Route fare estimates 9/17/25

Updated 9/17/25  
Added 9/18/25 (rounded contribution)  
Added 9/18/25 (rounded contribution)  
Added 9/18/25 (rounded contribution)  
Added 9/18/25 (rounded contribution)  
Added 9/18/25 (rounded contribution)  
Added 9/18/25 (rounded contribution)  
Added 9/18/25 (rounded contribution)  
Added 9/18/25 (\$91 added to adjust for rounded contributions)

Balances to the updated FY26 Financial Plan as of 9/17/25

| CAPITAL EXPENSES                 |                       |               |           |                                                    |
|----------------------------------|-----------------------|---------------|-----------|----------------------------------------------------|
| Processed through El Paso County |                       |               |           |                                                    |
| GL Code                          | Description           | Budget Amount |           | Explanation                                        |
| 707001                           | Vehicles              | \$            | 676,479   | (3) Glaval Universal Cutaway Bus - CNG             |
| 707001                           | Vehicles              | \$            | 907,556   | (4) Type III Glaval Cutaway Bus - CNG              |
| 707001                           | Vehicles              | \$            | 1,276,569 | (4) Ford F450 - UES Battery Electric Vehicles      |
| 750001                           | Engineering & Design  | \$            | 1,012,723 | E&D for Transit Facility                           |
| 750001                           | Design & Installation | \$            | 2,999,527 | Passenger Shelters (Design & Installation) - CRRMA |
|                                  | Land Acquisition      | \$            | 1,500,000 | Land Acquisition for Transit Facility              |
| TOTAL CAPITAL EXPENSES           |                       | \$            | 8,372,854 |                                                    |

Funding Sources

PQ#

PQ Date

G5339D25 22502319 1/28/2025  
G5339R25 22503607 3/26/2025  
G5339D24 22504837 5/28/2025  
GRURAL24B N/A - ILA w/CRRMA  
GRURALF25C, GRURALF24, GRURALF25 N/A - ILA w/CRRMA

| CAPITAL REVENUES                  |                     |               |           |                                |
|-----------------------------------|---------------------|---------------|-----------|--------------------------------|
| GL Code                           | Description         | Budget Amount |           | Explanation                    |
| 430103                            | Federal 5339        | \$            | 2,860,604 | Funding for Buses              |
| 430103                            | Federal 5311        | \$            | 1,012,723 | Funding for Transit Facility   |
| 430103                            | Federal 5311        | \$            | 2,999,527 | Funding for Passenger Shelters |
|                                   | County General Fund | \$            | 1,500,000 | Funding for Land Acquisition   |
| TOTAL REVENUES APPLIED TO CAPITAL |                     | \$            | 8,372,854 |                                |

GRURAL24B  
GRURALF25C, GRURALF24, GRURALF25

COMMENTS

- Does not include Sun Metro reconciliation invoices for Route 84 and paratransit, due to uncertainty in timing and funding source.
- Does not include Genfare vault, assuming this will be funded in 2025 using County funds.
- Does not include potential bus wrap purchases, as these purchases will only be made if grant funds are available.
- Does not include ROW/Land Acquisition for Transit Facility, which is currently 100% funded via TxDOT.
- The Senior Transit Project Manager position was been removed and will be replaced by the Accounting/Office Manager.

5) Sun Metro intends to invoice El Paso County Transit Operations - \$1,072,634.01 for FY 23, 24, 25 Route 84 and associated paratransit costs and revenue needs to be identified for this expense.

as prepared 09/18/2025

## Appendix K. Transit Asset Inventory as Reported to El Paso County Purchasing Department of September 1, 2025

| DEPARTMENT NAME | RURAL TRANSIT                                                         |           |                    |                     |                                  |                           |                  |            |                       |            |                 |                                                            |  |
|-----------------|-----------------------------------------------------------------------|-----------|--------------------|---------------------|----------------------------------|---------------------------|------------------|------------|-----------------------|------------|-----------------|------------------------------------------------------------|--|
| TAG #           | DESCRIPTION                                                           | ASSET     | CLASS DESCRIPTION  | SERIAL/PARCEL       | LOCATION DESC                    | MANUFACTURER NAME         | MODEL            | MODEL YEAR | PURCHASE MEMO         | DATE ACQ   | Sum of ACQ COST | Asset Location                                             |  |
| 167088          | FORD E-450 BUS 2015 UNIT #324                                         | 7882S     | VEHICLES           | 1JDFE4SF5FDA19822   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450            |            | SG-RURALTRANS15A-9250 | 6/17/2015  | 85,150.69       | 700 W San Francisco, 79901                                 |  |
| 167356          | FORD 2015 E-450 BUS UNIT #329                                         | 000079092 | VEHICLES           | 1JDFE4SF4FDA19823   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450            |            | SG-EPYSSICRIS-9250    | 7/2/2015   | 97,242.77       | 700 W San Francisco, 79901                                 |  |
| 167357          | FORD 2015 E-450 BUS UNIT #328 - TOTALED PICKED UP BY COUNTY           | 000079093 | VEHICLES           | 1JDFE4SF8FDA19825   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450            |            | SG-EPYSSICRIS-9250    | 7/2/2015   | 97,242.77       | PENDING DEPOSITION DOCS 3850 Justice St, El Paso, TX 79938 |  |
| 167358          | FORD 2015 E-450 BUS UNIT #327                                         | 000079094 | VEHICLES           | 1JDFE4SF6FDA19824   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450            |            | SG-EPYSSICRIS-9250    | 7/2/2015   | 97,242.77       | 700 W San Francisco, 79901                                 |  |
| 168254          | COMPUTER SCANNER                                                      | 000079095 | COMPUTER EQUIPMENT | 4323208             | TRANSIT AUTHORITY ADMINISTRATIVE | CANON                     | DR-M160i         | 2016       | SG-ROADBRIDGEGF-6204  | 10/6/2015  | 710.00          | 700 W San Francisco, 79901                                 |  |
| 17014379        | GDS SINGLE LANE/GARAGE DATA/SYSTEM                                    | 17014379  | COMPUTER EQUIPMENT |                     | TRANSIT AUTHORITY ADMINISTRATIVE |                           |                  |            |                       | 5/6/2022   | 55,000.00       | 700 W San Francisco, 79901                                 |  |
| 173841          | FORD E-450 2017 BUS#331                                               | 000084197 | VEHICLES           | 1JDFE4SF5XHD0C05255 | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 SUPERDUTY  |            | SG-RURALTRANS15F-9250 | 9/30/2016  | 97,950.69       | 700 W San Francisco, 79901                                 |  |
| 173842          | FORD E-450 2017 BUS#334                                               | 000084198 | VEHICLES           | 1JDFE4SF6HDC01221   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 SUPERDUTY  |            | SG-RURALTRANS15F-9250 | 9/30/2016  | 97,950.69       | 700 W San Francisco, 79901                                 |  |
| 173843          | FORD E-450 2017 BUS#330                                               | 000084199 | VEHICLES           | 1JDFE4SF8HDC01222   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 SUPERDUTY  |            | SG-RURALTRANS15F-9250 | 9/30/2016  | 97,950.69       | 700 W San Francisco, 79901                                 |  |
| 173844          | FORD E-450 2017 BUS#332                                               | 000084200 | VEHICLES           | 1JDFE4SF6HDC01220   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 SUPERDUTY  |            | SG-RURALTRANS15F-9250 | 9/30/2016  | 97,950.69       | 700 W San Francisco, 79901                                 |  |
| 173845          | FORD E-450 2017 BUS#333                                               | 000084201 | VEHICLES           | 1JDFE4SF8HDC05254   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 SUPERDUTY  |            | SG-RURALTRANS15F-9250 | 9/30/2016  | 97,950.69       | 700 W San Francisco, 79901                                 |  |
| 175215          | 21705861; HP LASERJET PRINTER                                         | 175215    | COMPUTER EQUIPMENT | CN10CJD004          | TRANSIT AUTHORITY ADMINISTRATIVE | HEWLETT PACKARD           | M604DN           | 2016       |                       | 7/21/2017  | 688.70          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 175845          | CANON IMAGE FORMULA SCANNER(GRANT)                                    | 175845    | COMPUTER EQUIPMENT | GX330785            | TRANSIT AUTHORITY ADMINISTRATIVE | CANON                     | DR-M160i         | 2016       |                       | 6/16/2017  | 775.00          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 175846          | CANON IMAGE FORMULA SCANNER                                           | 175846    | COMPUTER EQUIPMENT | GX330780            | TRANSIT AUTHORITY ADMINISTRATIVE | CANON                     | DR-M160i         | 2016       |                       | 6/16/2017  | 775.00          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 175847          | CANON IMAGE FORMULA SCANNER (GRANT)                                   | 175847    | COMPUTER EQUIPMENT | GX330777            | TRANSIT AUTHORITY ADMINISTRATIVE | CANON                     | DR-M160i         | 2016       |                       | 6/16/2017  | 775.00          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 175901          | CANON POWERHOT 190 D15-(GRANT)                                        | 175901    | EQUIPMENT          | 432320360           | TRANSIT AUTHORITY ADMINISTRATIVE | CANON                     | EPH180 D15       | 2016       |                       | 7/2/2017   | 149.89          | Reyna                                                      |  |
| 176457          | DELL ULTRA MONITOR (GRANT)                                            | 176457    | COMPUTER EQUIPMENT | CNDXVNTW520074CBOAL | TRANSIT AUTHORITY ADMINISTRATIVE | DELL COMPUTERS            | U2417H-LED       | 2016       |                       | 7/12/2017  | 277.40          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 176458          | DELL ULTRA MONITOR (GRANT)                                            | 176458    | COMPUTER EQUIPMENT | CNDXVNTW520074CAZVL | TRANSIT AUTHORITY ADMINISTRATIVE | DELL COMPUTERS            | U2417H-LED       | 2016       |                       | 7/12/2017  | 277.40          | Reyna                                                      |  |
| 176459          | DELL ULTRA MONITOR (GRANT)                                            | 176459    | COMPUTER EQUIPMENT | CNDXVNTW520074CAZAL | TRANSIT AUTHORITY ADMINISTRATIVE | DELL COMPUTERS            | U2417H-LED       | 2016       |                       | 7/12/2017  | 277.40          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 176460          | DELL ULTRA MONITOR (GRANT)                                            | 176460    | COMPUTER EQUIPMENT | CNDXVNTW520074CBOVL | TRANSIT AUTHORITY ADMINISTRATIVE | DELL COMPUTERS            | U2417H-LED       | 2016       |                       | 7/12/2017  | 277.40          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 176461          | HP ALL-IN-ONE WORKSTATION (GRANT)                                     | 176461    | COMPUTER EQUIPMENT | 2U47235CM           | TRANSIT AUTHORITY ADMINISTRATIVE | HEWLETT PACKARD           | 2440 WORKSTATION | 2016       |                       | 7/12/2017  | 2,844.09        | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 176463          | MICROSOFT TABLET (GRANT)                                              | 176463    | COMPUTER EQUIPMENT | 02709127453         | TRANSIT AUTHORITY ADMINISTRATIVE | MICROSOFT                 | 3796 SURFACE PRO | 2016       |                       | 7/12/2017  | 1,974.48        | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 178881          | COMPUTER BASE PC WORKSTATION                                          | 178881    | COMPUTER EQUIPMENT | 2U481223BW          | TRANSIT AUTHORITY ADMINISTRATIVE | HEWLETT PACKARD           | 2440-MT          | 2017       |                       | 4/11/2018  | 2,632.41        | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 180528          | FORD E-450 GALVAL TRANSIT BUS 2018 #335 - TOTALED PICKED UP BY COUNTY | 180528    | VEHICLES           | 1JDFE4SF5JDC16475   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 GALVAL     | 2018       |                       | 10/29/2018 | 145,415.97      | PENDING DEPOSITION DOCS 3850 Justice St, El Paso, TX 79938 |  |
| 180529          | FORD E-450 GALVAL TRANSIT BUS 2018 #336                               | 180529    | VEHICLES           | 1JDFE4SF1JDC16473   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 GALVAL     | 2018       |                       | 10/29/2018 | 145,415.97      | 700 W San Francisco, 79901                                 |  |
| 183015          | VARIDESK                                                              | 183015    | FURNITURE          |                     | TRANSIT AUTHORITY ADMINISTRATIVE | VARIDESK                  | PROPLUS 36       | 2018       |                       | 7/25/2019  | 395.50          | 320 S Campbell St, Suite 140, 79901                        |  |
| 185368          | FORD E-450 GALVAL BUS 2019(GRANT) #337                                | 185368    | VEHICLES           | 1JDFE4SF3KDC13141   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 GALVA BUS  | 2020       |                       | 3/24/2020  | 144,471.69      | 700 W San Francisco, 79901                                 |  |
| 185369          | FORD E-450 GALVAL BUS 2019(GRANT) #338                                | 185369    | VEHICLES           | 1JDFE4SF3KDC13153   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 GALVA BUS  | 2020       |                       | 3/24/2020  | 144,471.69      | 700 W San Francisco, 79901                                 |  |
| 185370          | FORD E-450 GALVAL BUS 2019(GRANT) #339                                | 185370    | VEHICLES           | 1JDFE4SF3KDC13124   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 GALVA BUS  | 2020       |                       | 3/24/2020  | 144,471.69      | 700 W San Francisco, 79901                                 |  |
| 185371          | FORD E-450 GALVAL BUS 2019(GRANT) #340                                | 185371    | VEHICLES           | 1JDFE4SF2KDC13132   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 GALVA BUS  | 2020       |                       | 3/24/2020  | 144,471.69      | 700 W San Francisco, 79901                                 |  |
| 185372          | FORD E-450 GALVAL BUS 2019(GRANT) #341                                | 185372    | VEHICLES           | 1JDFE4SF0KDC13131   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 GALVA BUS  | 2020       |                       | 3/24/2020  | 144,471.69      | 700 W San Francisco, 79901                                 |  |
| 185373          | FORD E-450 GALVAL BUS 2019(GRANT) #342                                | 185373    | VEHICLES           | 1JDFE4SF7KDC13157   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 GALVA BUS  | 2020       |                       | 3/24/2020  | 144,471.69      | 700 W San Francisco, 79901                                 |  |
| 185374          | FORD E-450 GALVAL BUS 2019(GRANT) #343                                | 185374    | VEHICLES           | 1JDFE4SF4KDC13137   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 GALVA BUS  | 2020       |                       | 3/24/2020  | 144,471.69      | 700 W San Francisco, 79901                                 |  |
| 185968          | SURFACE PRO X (GRANT)                                                 | 185968    | COMPUTER EQUIPMENT | 027357102463        | TRANSIT AUTHORITY DIRECTOR OFF   | MICROSOFT                 | SURFACE PRO X    | 2020       |                       | 7/31/2020  | 2,442.28        | Reyna                                                      |  |
| 186764          | SURFACE PRO X (GRANT)                                                 | 186764    | COMPUTER EQUIPMENT | 027539201753        | TRANSIT AUTHORITY DIRECTOR OFF   | MICROSOFT                 | SURFACE PRO X    | 2020       |                       | 7/31/2020  | 1,812.20        | Reyna                                                      |  |
| 186766          | COMPUTER PC BASE WORKSTATION(GRANT)                                   | 186766    | COMPUTER EQUIPMENT | MX1026306           | TRANSIT AUTHORITY DIRECTOR OFF   | HEWLETT PACKARD           | 3K0GUT XEON      | 2020       |                       | 7/12/2020  | 3,041.00        | Information Technology                                     |  |
| 187530          | DESK TRAINING ADJUSTABLE HEIGHT 30X72                                 | 187530    | FURNITURE          |                     | TRANSIT AUTHORITY ADMINISTRATIVE | LSC FURNITURE, LLC        | PLPHZ83072/PLT30 | 2020       |                       | 8/25/2020  | 650.83          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 187531          | DESK TRAINING ADJUSTABLE HEIGHT 30X72                                 | 187531    | FURNITURE          |                     | TRANSIT AUTHORITY ADMINISTRATIVE | LSC FURNITURE, LLC        | PLPHZ83072/PLT30 | 2020       |                       | 8/25/2020  | 650.83          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 187532          | DESK TRAINING ADJUSTABLE HEIGHT 30X72                                 | 187532    | FURNITURE          |                     | TRANSIT AUTHORITY ADMINISTRATIVE | LSC FURNITURE, LLC        | PLPHZ83072/PLT30 | 2020       |                       | 8/25/2020  | 650.83          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 187533          | DESK TRAINING ADJUSTABLE HEIGHT 30X72                                 | 187533    | FURNITURE          |                     | TRANSIT AUTHORITY ADMINISTRATIVE | LSC FURNITURE, LLC        | PLPHZ83072/PLT30 | 2020       |                       | 8/25/2020  | 650.83          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 187601          | WORKSTATION DOUBLE LX (GRANT)                                         | 187601    | FURNITURE          |                     | TRANSIT AUTHORITY DIRECTOR OFF   | BALT                      | BAL-89844        | 2020       |                       | 3/2/2020   | 414.18          | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 187809          | FORD E-450 BUS CUTWAY GALVAL 2019(GRANT) #345                         | 187809    | VEHICLES           | 1JDFE4SF8KDC7268    | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 CUTWAY GAL | 2019       |                       | 10/28/2020 | 147,405.69      | 700 W San Francisco, 79901                                 |  |
| 187810          | FORD E-450 BUS CUTWAY GALVAL 2019(GRANT) #344                         | 187810    | VEHICLES           | 1JDFE4SF4KDC72649   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 CUTWAY GAL | 2019       |                       | 10/28/2020 | 147,405.69      | 700 W San Francisco, 79901                                 |  |
| 190465          | FORD E450 BUS CUTWAY GALVAL (2020 GRANT) #346                         | 190465    | COMPUTER EQUIPMENT | 1JDFE4SF4KDC72649   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450 GALVAL     | 2020       |                       | 12/13/2021 | 151,742.69      | 700 W San Francisco, 79901                                 |  |
| 190466          | FORD E450 BUS CUTWAY GALVAL (2020 GRANT) #348                         | 190466    | VEHICLES           | 1JDFE4FNMDC25957    | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450            | 2020       |                       | 12/13/2021 | 151,742.69      | 700 W San Francisco, 79901                                 |  |
| 190467          | FORD E450 BUS CUTWAY GALVAL (2020 GRANT) #349                         | 190467    | VEHICLES           | 1JDFE4FNMDC25959    | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450            | 2020       |                       | 12/13/2021 | 80,207.05       | 700 W San Francisco, 79901                                 |  |
| 190468          | FORD E450 BUS CUTWAY GALVAL (2020 GRANT) #347                         | 190468    | VEHICLES           | 1JDFE4FNMDC25955    | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E-450            | 2020       |                       | 12/13/2021 | 151,742.69      | 700 W San Francisco, 79901                                 |  |
| 193936          | 2023 BRAUNABILITY-PROMASTER SIDE ENTRY#00224                          | 193936    | VEHICLES           | 3CBMRVUG0PE533275   | TRANSIT AUTHORITY ADMINISTRATIVE | MODEL1                    | PROMASTER SIDE E |            |                       | 4/15/2024  | 168,711.00      | 700 W San Francisco, 79901                                 |  |
| 193937          | 2023 BRAUNABILITY-PROMASTER SIDE ENTRY#00224                          | 193937    | VEHICLES           | 3CBMRVUG0PE544326   | TRANSIT AUTHORITY ADMINISTRATIVE | MODEL1                    | PROMASTER SIDE E |            |                       | 4/15/2024  | 168,711.00      | 700 W San Francisco, 79901                                 |  |
| 193955          | 2023 BRAUNABILITY-PROMASTER SIDE ENTRY #0024                          | 193955    | VEHICLES           | 3CBMRVUG0PE544178   | TRANSIT AUTHORITY ADMINISTRATIVE | MODEL1                    | PROMASTER SIDE E |            |                       | 4/15/2024  | 168,711.00      | 700 W San Francisco, 79901                                 |  |
| 195190          | FORD E450 GALVAL NATURAL GAS BUS #352                                 | 195190    | VEHICLES           | 1JDFE4FNGR0D17059   | TRANSIT AUTHORITY ADMINISTRATIVE | MODEL1                    | NATURAL GAS BUS  |            |                       | 9/16/2024  | 229,011.00      | 700 W San Francisco, 79901                                 |  |
| 195232          | 2023 BRAUNABILITY-PROMASTER SIDE ENTRY #0324                          | 1701614   | VEHICLES           | 3CBMRVUG0PE544096   | TRANSIT AUTHORITY ADMINISTRATIVE | MODEL1                    | PROMASTER SIDE E |            |                       | 4/15/2024  | 168,711.00      | 700 W San Francisco, 79901                                 |  |
| 195635          | FORD E450 CUTWAY GALVAL NATURLA GAS#355                               | 195635    | VEHICLES           | 1JDFE4FNGR0D17739   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E450 CUTWAY GAL  |            |                       | 9/16/2024  | 207,361.00      | 700 W San Francisco, 79901                                 |  |
| 195636          | FORD E450 CUTWAY GALVAL NATURLA GAS#354                               | 195636    | VEHICLES           | 1JDFE4FNGR0D17716   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E450 CUTWAY GAL  |            |                       | 8/20/2024  | 207,361.00      | 700 W San Francisco, 79901                                 |  |
| 195637          | FORD E450 CUTWAY GALVAL NATURLA GAS#350                               | 195637    | VEHICLES           | 1JDFE4FNGR0D17741   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E450 CUTWAY GAL  |            |                       | 9/17/2024  | 207,361.00      | 700 W San Francisco, 79901                                 |  |
| 195638          | FORD E450 CUTWAY GALVAL NATURLA GAS#351                               | 195638    | VEHICLES           | 1JDFE4FNGR0D17754   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E450 CUTWAY GAL  |            |                       | 10/3/2024  | 207,361.00      | 700 W San Francisco, 79901                                 |  |
| 195639          | FORD E450 CUTWAY GALVAL NATURLA GAS#353                               | 195639    | VEHICLES           | 1JDFE4FNGR0D17715   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | E450 CUTWAY GAL  |            |                       | 10/3/2024  | 207,361.00      | 700 W San Francisco, 79901                                 |  |
| 195640          | FORD E450 CUTWAY GALVAL NATURLA GAS#356                               | 195640    | VEHICLES           | 1JDFE4FNGR0D17758   | TRANSIT AUTHORITY ADMINISTRATIVE | FORD                      | GALVAL NATURLA G |            |                       | 10/3/2024  | 229,011.00      | 700 W San Francisco, 79901                                 |  |
| 198241          | 2023 CHEVY TAHOES                                                     | 198241    | VEHICLES           | 1GNSKND392180586    | TRANSIT AUTHORITY ADMINISTRATIVE | CHEVROLET                 | TAHOE LT 4X4     | 2023       |                       | 12/7/2022  | 62,883.76       | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 198242          | 2023 CHEVY TAHOE                                                      | 198242    | VEHICLES           | 1GNSKND392180586    | TRANSIT AUTHORITY ADMINISTRATIVE | CHEVROLET                 | TAHOE LT 4X4     | 2023       |                       | 12/5/2022  | 62,883.76       | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 198243          | 2023 CHEVY TAHOE                                                      | 198243    | VEHICLES           | 1GNSKND392180576    | TRANSIT AUTHORITY ADMINISTRATIVE | CHEVROLET                 | TAHOE LT 4X4     | 2023       |                       | 12/5/2022  | 62,883.75       | 800 E Overland Ave. Rm. 423, 79901                         |  |
| 199391          | MICROSOFT SURFACE LAPTOP                                              | 17014509  | COMPUTER EQUIPMENT | 0F0904G225200C      | TRANSIT AUTHORITY DIRECTOR OFF   | MICROSOFT                 | AI0-00026        |            |                       | 5/22/2023  | 3,190.30        | Jesus                                                      |  |
| 0000049         | 2023 RAM PROMASTER BRAUNABILITY FULL SIZE #0524                       | 0000049   | VEHICLES           | 3CBMRVUG2PE566580   | TRANSIT AUTHORITY ADMINISTRATIVE | OKLAHOMA OFFICE OF MANAGE |                  |            |                       | 11/14/2024 | 168,652.95      | 700 W San Francisco, 79901                                 |  |
| 0000050         | 2023 RAM PROMASTER BRAUNABILITY FULL SIZE #0624                       | 0000050   | VEHICLES           | 3CBMRVUG2PE566584   | TRANSIT AUTHORITY ADMINISTRATIVE | OKLAHOMA OFFICE OF MANAGE |                  |            |                       | 11/14/2024 | 168,652.95      | 700 W San Francisco, 79901                                 |  |
| 0000051         | 2023 RAM PROMASTER BRAUNABILITY FULL SIZE #0724                       | 0000051   | VEHICLES           | 3CBMRVUG0PE566615   | TRANSIT AUTHORITY ADMINISTRATIVE | OKLAHOMA OFFICE OF MANAGE |                  |            |                       | 11/14/2024 | 168,652.95      | 700 W San Francisco, 79901                                 |  |
| 0000052         | 2023 RAM PROMASTER BRAUNABILITY FULL SIZE #0824                       | 0000052   | VEHICLES           | 3CBMRVUG0PE561368   | TRANSIT AUTHORITY ADMINISTRATIVE | OKLAHOMA OFFICE OF MANAGE |                  |            |                       | 11/14/2024 | 168,652.95      | 700 W San Francisco, 79901                                 |  |
| 0000053         | 2025 GALVAL UNIVERSAL BUS#359                                         | 0000053   | VEHICLES           | 1JDFE4FNGSD014445   | TRANSIT AUTHORITY ADMINISTRATIVE | MODEL1                    | GALVAL UNIVERSAL |            |                       | 2/13/2025  | 229,011.00      | 700 W San Francisco, 79901                                 |  |
| 0000054         | 2025 GALVAL UNIVERSAL BUS WITHOUT GENFA#358                           | 0000054   | VEHICLES           | 1JDFE4FNGSD014436   | TRANSIT AUTHORITY ADMINISTRATIVE | MODEL1                    | GALVAL UNIVERSAL |            |                       | 1/31/2025  | 207,361.00      | 700 W San Francisco, 79901                                 |  |
| 0000055         | 2025 GALVAL UNIVERSAL BUS WITHOUT GENFA#357                           | 0000055   | VEHICLES           | 1JDFE4FN1SD014401   | TRANSIT AUTHORITY ADMINISTRATIVE | MODEL1                    | GALVAL UNIVERSAL |            |                       | 2/6/2025   | 207,361.00      | 700 W San Francisco, 79901                                 |  |
| 0000056         | 2025 GALVAL UNIVERSAL BUS#361                                         | 0000056   | VEHICLES           | 1JDFE4FN2SD014603   | TRANSIT AUTHORITY ADMINISTRATIVE | MODEL1                    | GALVAL UNIVERSAL |            |                       | 2/6/2025   | 229,011.00      | 700 W San Francisco, 79901                                 |  |
| 0000057         | 2025 GALVAL UNIVERSAL BUS#360                                         | 0000057   | VEHICLES           | 1JDFE4FN2SD014519   | TRANSIT AUTHORITY ADMINISTRATIVE | MODEL1                    | GALVAL UNIVERSAL |            |                       | 7/17/2025  | 229,011.00      | 700 W San Francisco, 79901                                 |  |
| SPARE           | RURAL TRANSIT FAREBOX                                                 | 17014151  | VEHICLES           |                     | TRANSIT AUTHORITY ADMINISTRATIVE |                           |                  |            |                       | 6/9/2022   | 22,950.69       | 700 W San Francisco, 79901                                 |  |
| SPARE           | RURAL TRANSIT FAREBOX                                                 | 17014151  | VEHICLES           |                     | TRANSIT AUTHORITY ADMINISTRATIVE |                           |                  |            |                       | 6/9/2022   | 22,950.69       | 700 W San Francisco, 79901                                 |  |
| Grand Total     |                                                                       |           |                    |                     |                                  |                           |                  |            |                       |            | 7,263,935.09    |                                                            |  |

JOHN  
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NEED TO FIND

| TAG #   | DESCRIPTION              | CLASS DESCRIPTION  | SERIAL/PARCEL           | LOCATION DESC                  | MANUFACTURER NAME | MODEL              | LOCATION DESC                      |
|---------|--------------------------|--------------------|-------------------------|--------------------------------|-------------------|--------------------|------------------------------------|
| G001052 | DELL MDL Monitor P2422H  | COMPUTER EQUIPMENT | VN03DN19QDV004C21LYBA04 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | DELL-P2422H        | 800 E Overland Ave. Rm. 423, 79901 |
| G001053 | DELL MDL Monitor         | COMPUTER EQUIPMENT | VN03DN19QDV004BM1HMB04  | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | DELL-P2422H        | 800 E Overland Ave. Rm. 423, 79901 |
| G001054 | DELL MDL Monitor         | COMPUTER EQUIPMENT | VN03DN19QDV004C21L9BA04 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | DELL-P2422H        | 800 E Overland Ave. Rm. 423, 79901 |
| G001055 | DELL MDL Monitor         | COMPUTER EQUIPMENT | VN03DN19QDV004C615SLA04 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | DELL-P2422H        | 800 E Overland Ave. Rm. 423, 79901 |
| G001056 | DELL MDL Monitor         | COMPUTER EQUIPMENT | VN03DN19QDV004BM1HDBA04 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | DELL-P2422H        | 800 E Overland Ave. Rm. 423, 79901 |
| G001057 | DELL MDL Monitor         | COMPUTER EQUIPMENT | VN03DN19QDV004C615WLA04 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | DELL-P2422H        | 800 E Overland Ave. Rm. 423, 79901 |
| G001058 | DELL MDL Monitor         | COMPUTER EQUIPMENT | VN03DN19QDV004C615TLA04 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | DELL-P2422H        | 800 E Overland Ave. Rm. 423, 79901 |
| G001059 | DELL MDL Monitor         | COMPUTER EQUIPMENT | VN03DN19QDV004C6164LA04 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | DELL-P2422H        | 800 E Overland Ave. Rm. 423, 79901 |
| G001060 | DELL OptiPlex 7020 Tower | COMPUTER EQUIPMENT | DJXHW74                 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | DELL-P2422H        | 800 E Overland Ave. Rm. 423, 79901 |
| G001061 | DELL OptiPlex 7020 Tower | COMPUTER EQUIPMENT | HGXHW74                 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | 7020 Plus          | 800 E Overland Ave. Rm. 423, 79901 |
| G001062 | DELL OptiPlex 7020 Tower | COMPUTER EQUIPMENT | 5GXHW74                 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | 7020 Plus          | Information Technology             |
| G001063 | DELL OptiPlex 7020 Tower | COMPUTER EQUIPMENT | DBZHW74                 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | 7020 Plus          | Information Technology             |
| G001067 | DELL MDL Monitor White   | COMPUTER EQUIPMENT | VN0864DWW57004CPA6ABA02 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | S2425HS            | 800 E Overland Ave. Rm. 423, 79901 |
| G001068 | DELL MDL Monitor White   | COMPUTER EQUIPMENT | VN0864DWW57004BLAJ3BA01 | TRANSIT AUTHORITY ADMINISTRATI | DELL COMPUTERS    | S2425HS            | 800 E Overland Ave. Rm. 423, 79901 |
| 195319  | SAMSUNG 65 INCH TV       | EQUIPMENT          |                         | TRANSIT AUTHORITY ADMINISTRATI | SAMSUNG           | Samsung 65" DU8000 | 800 E Overland Ave. Rm. 423, 79901 |



## MEETING AGENDA

### El Paso County Transit Facility & Countywide Passenger Shelter Projects

Meeting #32

January 20, 2026

9:00 AM – 10:00 AM (MST)

#### I) Introduction of attendees

- A) ETA/El Paso County
- B) TxDOT
- C) Camino Real Regional Mobility Authority
- D) AtkinsRéalis

#### II) Transit Facility Project

- Status:
  - 1. ENV has been cleared.
  - 2. Parcel has been purchased.
  - 3. HDR 30% design submittal pending.

#### III) ETA Funding Budget

- **ROW Actual Remaining Funds up to December Invoices:**

| County Transit ROW Actuals |                       |
|----------------------------|-----------------------|
| County ILA (12.4.23)       | \$2,022,259.00        |
| Atkins WA #58 (12.4.23)    | -\$42,062.49 FINAL    |
| CRRMA Admin Fee            | -\$4,000.00           |
| CRRMA Legal Fee            | -\$12,576.50 FINAL    |
| ROW                        | -\$1,510,407.00 FINAL |
| <b>TOTAL</b>               | <b>\$453,213.01</b>   |

- **ETA/TxDOT Actual Remaining Funds up to December Invoices**

| County Transit Design Actuals                                       |                      |
|---------------------------------------------------------------------|----------------------|
| 5311-2022-EL PASO CO-00197 - Eng and Des for Transi                 | \$1,400,285.00       |
| RD-2022-EL PASO CO-00034 - Eng and Design for Trans                 | \$339,342.00         |
| RD-2022-EL PASO CO-00035 - Eng and Design                           | \$60,658.00          |
| HDR WA #2 (1/10/24) <b>Study</b>                                    | -\$250,210.32        |
| HDR WA #2 Amen#1 (8/14/24) <b>NEPA Checklist</b>                    | -\$45,949.78         |
| HDR WA #2 Amen#2 (1-29-25) <b>ENV</b>                               | -\$497,544.33        |
| <b>HDR WA #2 Amen#3 (8-13-25) 30% Design</b>                        | <b>-\$517,578.13</b> |
| Atkins WA #58 Amend #1 (1-10-24) <b>Study</b>                       | -\$22,706.34         |
| Atkins WA #58 Amend #2 (1-29-25) <b>ENV</b>                         | -\$29,997.52         |
| <b>Atkins WA #58 Amend #3 (8-13-25) 30% Design</b>                  | <b>-\$23,944.72</b>  |
| CRRMA Admin Fee <b>Study</b>                                        | -\$8,840.77          |
| CRRMA Amend Fee (Due to HDR Amend #1) <b>NEPA</b>                   | -\$1,378.49          |
| CRRMA Amend Fee (HDR Amend #2 and AtkinsRéalis Amend #2) <b>ENV</b> | -\$18,205.57         |
| <b>CRRMA Amend Fee (HDR Amend #3 and AtkinsRéalis Amend #3) 30%</b> | <b>-\$23,567.89</b>  |
| <b>TOTAL</b>                                                        | <b>\$ 360,361.14</b> |



## IV) HDR Environmental Process

- **HDR Progress:** HDR is at 15% completion of the design phase, and cost estimates have been provided to the County. However, the current estimates show the project is over budget for construction. ETA Staff will work with County departments to determine what the project budget is to provide to AtkinsRéalis/HDR for project continuation. Fee proposal from HDR is being reviewed for arch survey, public outreach, and hazmat being reviewed by AtkinsRéalis. County is pending conversation with Mr. Landeros. ETA staff discussed the facility construction budget with Mr. Landeros and there are no funds budgeted for construction.
- **Environmental Review:** HDR has completed THC document pending submittal. HDR identified that the following are necessary Archeological survey, public outreach, and Hazmat. HDR meeting conducted with TxDOT/County for 11/19/2024 on the FTA ENV checklist. HDR will submit to THC.
- **THC Submission and Deadline:** A submission packet is scheduled to be sent to THC in November, pending FTA ENV checklist meeting, with a final approval deadline by the end of December. HDR THC submittal 12/23/2024.
- **FTA Checklist:** At the 11/19/2024 meeting discussed the checklist with TxDOT ENV staff. HDR FTA ENV checklist scope/fee provided by AtkinsRéalis to TxDOT and ETA for review. HDR amendment scope/fee sent to TxDOT/ETA on 12/20/2024 for review/comments/approval. County to discuss internally and with TxDOT and will provide direction on option of accessing currently available ROW/Design funds to engage HDR to pursue FTA ENV checklist activities. CRRMA board is scheduled for 1/29/2025. Approval for the amendment scope/fee deadline is 1/22/2025. El Paso County approved the HDR fee on 1/15/2025. Kickoff meeting occurred on 2/12/2025. HDR meeting occurred on 2/27/2025.
  - o Antiquities Permit Application has been signed by the CRRMA and ETA. HDR has submitted the permit. THC provided email on 3/31/2025, HDR next step is to mobilize on 4/15/2025 for archeology survey field work.
  - o Camino Real RMA filled out/submitted Phase I ESA User Questionnaire.
  - o ETA filled out/submitted Phase I ESA User Questionnaire.
  - o Archeology study completed, no deposits found, no further action needed.
  - o Traffic impact study report provided on 5/15/2025.
  - o Noise and vibration study sent to TxDOT by ETA. Study shows a need for a barrier wall for the residential area.
  - o Air Quality study ongoing.
  - o Natural Resources report sent to TxDOT by ETA.
  - o Water Resources has no major findings.



- o Utilities no major findings for the report but the detailed work will be conducted during the design phase.
- o Public Involvement occurred on 6/24/2025. HDR will provide written comments from the public due by 7/10/2025. HDR did not receive any public comments. The overall summary report will identify who from the public attended. Notice to the public will go out 6/5/2025. Mailers will be sent out to the surrounding residents and businesses. County Commissioners/LGC board will be invited, and advance notification will be made by ETA.
- o HDR presented at the 5/21/2025 Local Government Corporation (LGC) meeting.
- o HDR to provide public meeting summary and final FTA ENV checklist by the end of July. Final Draft report is under HDR internal QC.
- o ETA submitted HDR final report on 7/28/2025 for TxDOT review.
- o TxDOT submitted to FTA on 8/11/2025. TxDOT scheduled to meet with FTA 10/9/2025 with CE clearance to follow. FTA rescheduled TxDOT meeting to 10/17/2025. TxDOT expecting CE clearance early this week. FTA ENV Categorical Exclusion (CE) cleared on 10/27/2025.

## V) Right of Way Process

- **Right of Way (ROW):** ROW acquisition is in progress. Offers have been made and accepted, but there is a temporary hold due to the environmental process. Can the CRRMA purchase the parcel during the Archeological survey process as a protective acquisition? Alfredo, please provide a response. ENV clearance is needed to purchase the parcel, or county can make an at risk purchase. County may purchase the parcel at any time before the environmental is cleared but the risks are as follows: ROW meeting scheduled for 3/6/2025 was replaced by the HDR, TxDOT and AtkinsRéalis meeting held on 3/10/2025.
  - o If environmental is not cleared the county may purchase the parcel using 100% county funds but may not be able to use Federal funds to design or construct the Facility. The county may need to reimburse TxDOT for any Federal funds that have been reimbursed.
  - o If environmental is not cleared the county may purchase the parcel with a risk but if the environmental is cleared later Federal funds can continue to be used for the design and construction of the Facility.

AtkinsRéalis ROW staff coordinate final documents with WestStar Title. Parcel acquired by the CRRMA on 11/17/2025.

- **ROW and Legal Coordination:** The RMA and legal representatives are working with property owners for ROW negotiations. CRRMA is finalizing discussions with the property owners. Parties agree on the language.
- **Earnest Money and Risk Consideration:** A secondary option was discussed regarding the County's risk concerning the earnest money. If the transaction does not proceed, the County may not recover the earnest money, as it will go



to the property owners. However, if the project moves forward without issues, the earnest money will be applied to the final sale price. The earnest money agreement is valid through December, and all ROW funds are sourced from the County. Judicial action may be required to finalize certain terms, but the status seems favorable for moving forward. CRRMA has deposited \$10,000 in earnest money that includes a 120 day review period that ends on 3/4/2025. There is an extended review period of an additional 30 days that expires on 4/3/2025 with an additional earnest money payment of \$5,000. Raymond sent the email on 12/3/2024 to the group. CRRMA should request an extension to November 2025 to allow time for ENV clearance. CRRMA owners meeting scheduled for 3/19/2025 to extend time. Time will be extended by another 120 days, and seller is reviewing the amendment. CRRMA and the seller have executed the amendment for time extension. Time extension due by 8/1/2025. Time extension #2 depends on the date that HDR provides for ENV clearance. Time extension #2 pending owner's signature with an end date of 11/1/2025.

## VI) Design Process:

- **Design:** The design work has not started but it can be done concurrently with the environmental process. Please see attachment #1 identifying the 12 projects that the Camino Real RMA and El Paso County have concurrently done the design with the environmental. County to discuss internally and with TxDOT to provide direction on the option of advancing design activities at-risk, to draw down FTA design funds that have a deadline for use. County will also discuss, with TxDOT, the options available (or implications for not advancing) with the design funds, should the County decide to hold on design until ENV is complete. ETA decided to begin the design phase concurrent with the FTA ENV work but pending ROW meeting scheduled for 3/6/2025. Federal funds can't be used for design on this site or property acquisition until CE ENV approval is granted. Alfredo waiting on additional guidance by 3/21/2025 on how basic design elements work can begin. 15% Concept Design scheduled for 4/16/2025. HDR is working on options and will schedule a meeting to discuss the options. HDR provided cost reduction memo on 5/2/2025. HDR scope/fee amendment pending. ETA requesting estimate for 3 maintenance bays. HDR 30% design scope/fee provided and AtkinsRéalis provided comments. ETA is fine with the HDR amendment to be presented at the CRRMA 8/13/2025 board meeting. HDR provided a reduced facility estimate. TxDOT preparing the grant for submittal funding request. ETA has approved HDR/AtkinsRéalis/CRRMA 30% design amendment scope/fee, RMA board approved on 8/13/2025. TxDOT construction grant application pending. TxDOT is expecting a response by early October. TxDOT surprised by delay. No updates on the application. **TxDOT application approved by USDOT for \$39M. TxDOT/ETA agreement to be executed later in 2026.**



- **30% Design:** Amendment executed on 8/29/2025. HDR kickoff meeting occurred 9/8/2025. Workshop/design plan meeting on 9/17/2025. Workshop held on 10/9/2025. Workshop notes sent to ETA on 10/16/2025, ETA staff will provide to TxDOT. Bi-weekly meeting scheduled for 10/16/2025 cancelled. ETA staff will provide the documents mentioned in the workshop. **Design meeting 1/29/2026.**
- **100% Design:** **Final design/LET. Tentative fees: HDR/AtkinsRéalis 100% design fee exhibits to be provided to ETA TBD.**

| County Transit 100% Design Tentative Fees |                        |
|-------------------------------------------|------------------------|
| HDR Design                                | -\$1,300,000.00        |
| AtkinsRéalis Design Oversight/LET         | -\$195,000.00          |
| CRRMA Fee                                 | -\$60,000.00           |
| <b>TOTAL</b>                              | <b>-\$1,555,000.00</b> |

## VII) Countywide Passenger Shelters (CPS)

- **Procurement Schedule:** The CPS project was initially set for advertising with a tentative date of 10/6/2024 and a bid opening scheduled for 11/14/2024. However, the County is meeting with County Attorneys next week to address the Purchasing Department's rejection of Amendment 3 to the agreement, which would have allowed RMA to oversee construction of the project. County/TxDOT construction funding agreement has been executed. ILA amendment pending County/CRRMA ongoing discussions with County legal. Draft will be provided to the CRRMA on 3/4/2025. CC approved to have the CRRMA conduct the procurement and auditors will reconvene to discuss ILA amendment for possible revisions then present to CC before presenting to the CRRMA future Board Meeting. County staff meeting with CRRMA on 2/6/2025. CRRMA will provide ILA amendment red line comments on 3/18/2025 to the County/ETA for legal review/approval. County legal has approved amendment and will be presented to CC on 4/7/2025.
- **Camino Real RMA LET:** Due to this issue, the County has requested that CRRMA delay the advertisement at this time.
- **Camino Real RMA Procurement Schedule:**  
The plans are designed to the TxDOT 2024 spec book. TxDOT requested EEO/SP's to be removed, addendum sent out on 4/16/2025.  
Project LET Schedule:
  - March 5: County provides OK to proceed with Interlocal (ILA)
  - TBD: Commissioners Court approves ILA amendment. CC tentative approval date: 4/7/2025. CRRMA and County have executed the ILA amendment.
  - March 12: CRRMA Board approves ILA amendment
  - March 18: CRRMA provides advertisement language to EP Times
  - March 23: 1st advertisement runs in EP Times
  - March 30: 2nd advertisement runs in EP Times
  - April 24: Bids Due/TxDOT concurrence on 5/2/2025. AtkinsRéalis submitted Price-Cost Analysis to TxDOT/ETA on 5/5/2025.



- May 14: CRRMA approved low bidder/authorizes execution of construction contract. ETA secured funds for Base Bid 2 and Base Bid 3 construction funds. ILA amendment CRRMA approved on 6/11/2025 and CC 6/23/2025 approved and executed. Construction contract signed by Hawk executed.
- Preconstruction meeting pending and TxDOT will be invited. TxDOT will be in town for the LGC board meeting on 8/20/2025. Preconstruction will be scheduled around the 8/20/2025 date to allow TxDOT to attend in person.
- Pre-construction meeting 8/21/2025 at 10 am.
- DBE 7.6% goal should be met since Hawk is a DBE contractor. Hawk will submit DBE goal documents during construction.
- Routes 11,21,40x and 84 recommended for possible suspension but Routes 10,20 and 40 may cover the gap. ETA staff will verify.
- [Category 1 new locations provided on 10/3/2025, AtkinsRéalis verified locations. Change order under review by ETA.](#)
- New Bus Stop design provided on 9/25/2025. A change order is needed to add a new bus stop sign and update the quantities and any locations.
- Passenger shelter shop drawings approved. Shelter lead time schedule pending.
- TxDOT MUA pending execution. Need to follow county process for Judge's signature. [MUA signed by County judge on 11/3/2025. Plan sheets provided to TxDOT on 12/15/2025 under their review. MUA pending TxDOT signature.](#)
- Construction start time suspended.
- [Bus Stop sign decals/stickers common practice in the Transit business provided by ETA, under AtkinsRéalis review. Cesar schedule meeting with Jesus. Change order under review by ETA.](#)
- ETA provided the final shelter color palette to be used by the contractor. Powder coating is not the same color as paint color palette. ETA staff approves to go with the original colors, and contractor will email submittal for approval. ETA approved color palette on 10/23/2025.
- Contractor picked up the sample from Big Media.
- AtkinsRéalis to field investigate bus stop signposts for non-breakaway/breakaway status and for 7' vertical clearance along with the horizontal clearance. Jesus will be invited. [AtkinsRéalis and ETA staff inspected all locations. Cesar schedule meeting with Jesus. Change order under review by ETA.](#)
- Recommend that existing shelters be left alone as-is since it will be costly to remove anti-graffiti cover, powder coat paint and repaint to new colors out in the field. ETA staff agrees and there is no need to repaint the existing shelters.
- **Invoices/Monthly Pay App:**
  - GFT (September-October) invoice approved by ETA on 1/5/2026.
  - Hawk November pay app approved by ETA on 1/5/2026.

## VIII) Open Discussion

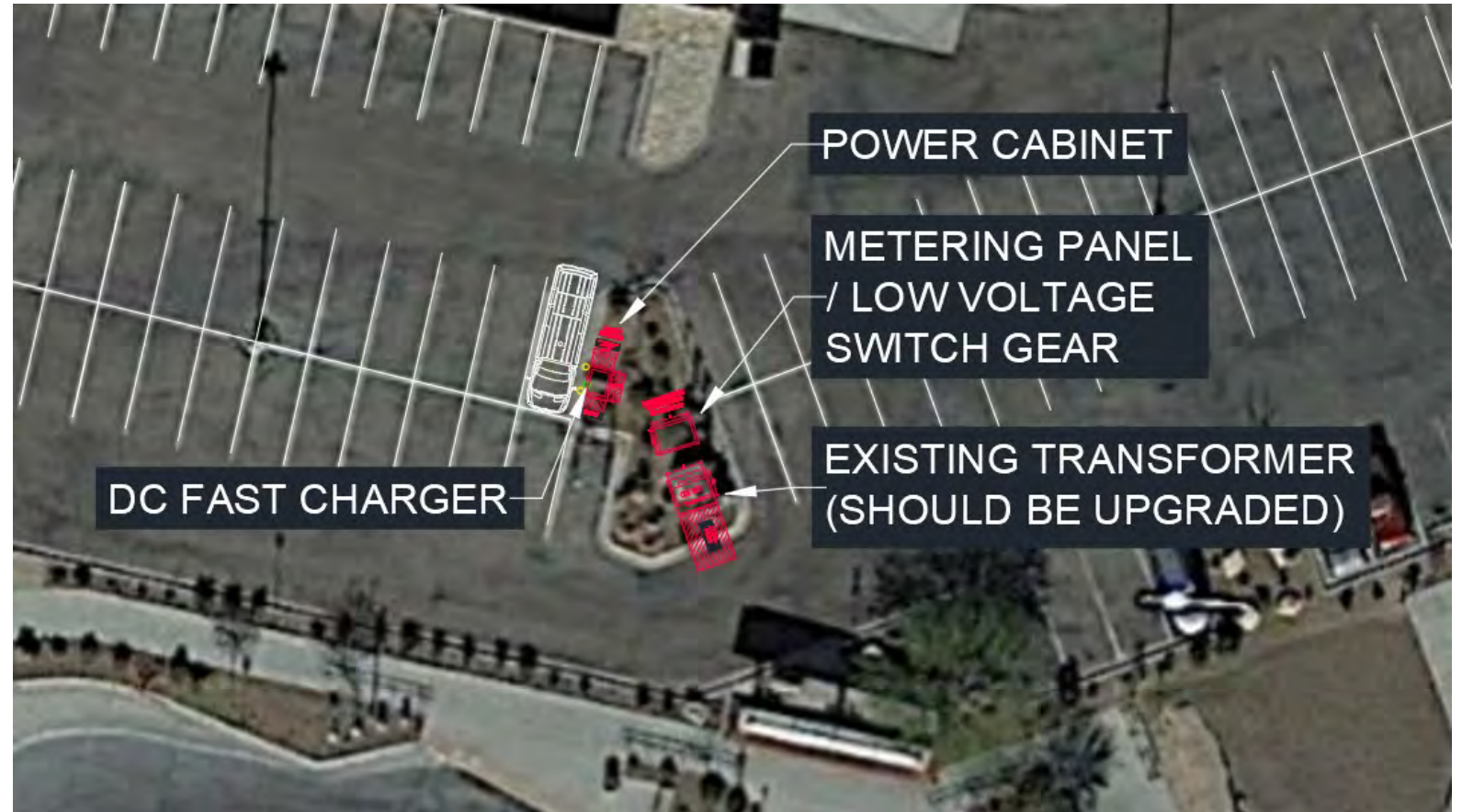
- Next meeting: [2/3/2026 at 9:00 AM](#)

# El Paso Westside Transfer Center, On-Route

- In order to electrify route 10 an on-route charger is required at the Westside Transfer Center
- El Paso also does not own this location
- Chargers are installed there currently for public use, but the transformer is undersized for DCFC
- Will require negotiations with Sun Metro

Proposed Option Pilot Order:

- 1 DC Fast Charger



**Comments from El Paso County Transit Operations Department Employees  
Regarding Draft Transition Plan  
February 11, 2026**

Questions are in Black

Responses are in Red

1. I thought the Dept was being dissolved Aug 31, 2026?

That is the plan, once ETA is able to have its financial independence approvals from Federal Transit Administration (FTA) and Texas Department of Transportation (TxDOT).

2. I'd like a personal meeting one-on-one with the HR representative(s) you're in touch with to discuss my concerns with our "options".

Human Resources will meet with the staff as a group on February 12, 2026. You are welcome to contact Human Resources as defined on the attached Power Point presentation.

3. I agree with these concerns. I was also under the impression that the department was being dissolved on **August 31, 2026**, and I believe clarification on this timeline would be helpful.

See Question 1.

- a) Additionally, I support the request for a one-on-one meeting with the HR representative(s) to further discuss the available options and address any concerns.

See Question 2.

- b) Specifically, what happens if we are unable to find a position by February 28, 2026?

Should you wish to not transfer to ETA, you have until August 31, 2026 to find alternative employment with El Paso County. The notification was to advise Human Resources of your desire to remain or to find alternative employment.

- c) I would like to express my support for Reyna's comments. Although Reyna has been the primary speaker regarding these concerns, I believe we all share them.

Each employee should speak for their own.

- d) Our intent in raising these points is not to challenge the process, but rather to seek clarification so that we can make a thoughtful, well-informed decision that benefits all parties involved. We appreciate the time and effort being taken to assist with this decision and look forward to a resolution.

That is understood.

- 4. I wanted to add that these are life-altering decisions, and we all applied to the County for the great benefits, and we want to make sure we get the same as we transition to ETA. Having the time vested and not starting over would be preferred.

The Executive Director intends to make such recommendation to the Board as allowable under current Texas laws.

- 5. Early discussions regarding how staffing would work with ETA as we'd remain County employees assigned to ETA; becoming ETA employees, was never discussed in open session (we did discuss us remaining County employees however), and we'd like to remain County employees. (This is more just statement of what happened prior to your onboarding and our anticipated expectations when this time came).

EPATS was formed in December 2020 with the intent of separating transit operations from El Paso County. The Draft Transition Plan documents how this can be achieved laying out all of the steps necessary. While it is the desire to remain El Paso County employees, any relationship between El Paso County and EPATS will be different after the formal separation.

Option 3 will be added to the Transition Plan to allow for the current Transit Operations Department staff to be El Paso County employees for the purposes of payroll, benefits and retirement only as an interlocal agreement would be between El Paso County and EPATS. This replicates the model that El Paso County Community Supervision and Corrections Department (El Paso County, CSCD) interlocal agreement has.

- 6. How is TCDRS split right now, benefit vs contribution, as both Commissioner Stoute and Karl with Sun Metro mentioned this could be a significant difference. This may be addressed with us having our one-on-one with TCDRS as Commissioner Butler expressed she would hope we can schedule.

A meeting with TCDRS was scheduled with the Department staff on 2/11/2026 and questions were answered. It is the intent of the Executive Director to recommend the continued 7% contribution from the employee and 250% contribution from EPATS, with a vesting of 5 years (as compared to 8 years at El Paso County) and adding term life insurance.

7. If there is no significant change to our benefits and retirement etc., how are we still protected under the Civil Service Commission? I didn't see anything in the transition plan that referenced this protection (I may have missed it).

These positions are not going to be protected under the Civil Service Commission as the County will only provide positions via an interlocal agreement for the purposes of payroll, benefits and retirement similar to El Paso County Community Supervision and Corrections Department (El Paso County, CSCD). The current eight (8) positions with El Paso County Transit Operations Department will follow the Reduction in Force Policy with the dissolution of the Department.

8. If we choose not to transition, we'd like to present ideas to HR & Budget regarding potential SARs submitted at the end of FY25 for other departments that may be a better fit/transition for us as the County houses us elsewhere. If this can be done sooner than later, it's right on track and in alignment with the upcoming Budget season.

The positions assigned to Transit Operations Department are specific to Transit Operations Department only, with the exception of the Administrative Specialist, Senior. Staff interested in staying with El Paso County would need to find new positions through current postings. Staff can also contact Talent Management for details.

El Paso County has a series of policies that will take into consideration job performance, and years of service, that can guide transfers into other positions, should an employee not wish to transfer. Upon notification to Talent Management, they can provide transition assistance, should an employee wish to go to another department. These policies are shown below:

Pay upon Demotion:

<https://www.epcounty.com/hr/documents/policies/Pay%20Upon%20Demotions%20CLEAN.pdf>

Re-Employment Policy:

<https://www.epcounty.com/hr/documents/policies/Reemployment.pdf>

Employment Transfers:

[https://www.epcounty.com/hr/documents/policies/Employment Transfers CLEAN.pdf](https://www.epcounty.com/hr/documents/policies/Employment%20Transfers%20CLEAN.pdf)

These come to mind immediately. If I can think of more then I will send a follow-up email. Thank you for your help, I understand your goal and I am aligned with it and I would love to transition with ETA if I can remain a County employee. I was not arguing during the meeting today, and I apologize if you felt that way. Again thank you and I hope we can get that one-one-one with HR and TCDRS setup with a good amount of time prior to the next Board Meeting in February.

Option 3 is the proposed approach that El Paso County will support for ETA as explained in Question 5. A meeting with TCDRS was on 2/11/2026 and a meeting with Human Resources will be on 2/12/2026.

9. My concerns are we are being forced. Yes you give me these “options” and always put a TIGHT deadline so it feels rushed. So I’d like to discuss with them what you’ve discussed with them to ensure there’s no miscommunication. But, like I said I want a one-on-one with them.

A meeting with the Department will be on 2/12/2026. All written questions will be shared with Human Resources.

10. I’d like to add that if I am forced to decide within only 1 months’ time and there is no Commissioners Court item regarding this situation (as in the document it does mention commissioners court decision), then I will not be transitioning. With that being said there are also no available positions open at this time that I qualify for or that would not be detrimental to my quality of life if I have to take a 30k pay cut. Therefore, my skills, knowledge, and experience may be suitable for another dept that has been looking for aid and I’d like to discuss that with HR to “pitch them the idea” that way also this would involve other department(s), and budget to see where a position could be created and I can be housed/transferred to.

This is the intent to notify employees eight (8) months early and document a transition so life decisions can be made early. Positions are posted every Tuesday and Thursday and if there is a desire to transfer, it is encouraged to check <https://www.governmentjobs.com/careers/elpasocounty> to see what’s available. Also, see Question 8.

11. I am writing to formally express concerns regarding the proposed transition of transit operations from El Paso County to the El Paso Transportation Authority (ETA), specifically as it pertains to employee retirement benefits, vesting status, and the decision deadline.

Discussions are ongoing with El Paso County Human Resources regarding the ability of continuing with benefits offered by El Paso County. It is the desire to replicate the benefits plans that El Paso County has to offer.

12. As outlined in the Transition Plan, employees are being asked to decide whether to transfer employment to ETA or pursue alternative County employment prior to the finalization of pension, benefits, and interlocal agreements. This timing places employees in a difficult and potentially disadvantageous position, particularly those who are mid-career and actively progressing toward vesting milestones under the County’s retirement system.

Vesting will continue under EPATS, as TCDRS will recognize years of service under El Paso County with no impacts to your retirement as long as you do not withdraw funds from TCDRS until you formally retire.

13. Under the County of El Paso retirement policy, employees are required to complete eight (8) years of service to vest and receive the full 250% employer contribution. I currently have four (4) years of County service and am therefore halfway to vesting. According to the Transition Plan, existing County pension accounts would be frozen upon transfer, and a new retirement account would be established under ETA. While years of service may transfer, the existing pension balance and accumulated employer contributions would not, and the new account would begin with a zero balance.

You will have two (2) retirement accounts. The account at El Paso County would be frozen but still collecting interest as long as you do not withdraw the funds. A new account would be created at EPATS collecting the same interest as the El Paso County account, being matched at 250%. As stated in Question 6, vesting is proposed to be lowered to five (5) years and the more years you add at EPATS, it will be counted towards your El Paso County years for vesting, which you would need a total of four (4) more.

14. This structure raises several significant concerns: Freezing an existing County pension interrupts the compounding growth of both employee and employer contributions already earned.

See Questions 6 and 13.

15. Preserving years of service without preserving the associated pension balance results in a material loss of retirement value, despite continued public service employment.

This is not correct. See Questions 6 and 13.

16. Employees who do not ultimately vest under the new system risk permanently forfeiting employer contributions they would have earned had they remained with the County.

This is not correct. See Questions 6 and 13.

17. Mid-career employees bear a disproportionate level of financial risk compared to employees who are already vested or those newly entering public service.

This is not correct. See Questions 6 and 13.

18. Of particular concern is that employees are being asked to make an irreversible employment decision, in the absence of finalized benefit structures, written

guarantees, or clearly defined mitigation measures. Without individualized benefit comparisons or actuarial analysis, employees are unable to reasonably assess the long-term financial implications of this transition.

This is not correct. See Questions 10 and 11.

19. Accordingly, I respectfully request clarification on the following points: What protections or mitigation strategies are being considered for employees who are not vested under the County retirement system?

There are no impacts. See Questions 6 and 13.

20. Will employees be provided with individualized retirement benefit comparisons prior to the decision deadline?

There are no impacts. See Questions 6 and 13.

21. Is there consideration for grandfathering current employees into the County retirement system until vesting thresholds are met?

See Questions 6 and 13.

22. Will the decision deadline be extended until retirement, benefits, and employment terms are finalized and provided in writing?

See Question 3. The retirement plan will be presented to the EPATS Board in March based on received information from TCDRS, which implies lower cost for EPATS to be separate from the County with no implications to existing El Paso County staff. Benefits and employment terms will be developed over the next seven (7) months and finalized prior to transition.

23. My intent in raising these concerns is not to oppose the formation of the El Paso Transportation Authority, but to ensure that employees are not unintentionally disadvantaged by the timing or structure of the transition. Retirement security is a fundamental component of employee compensation, and changes of this magnitude warrant careful planning, transparency, and equitable safeguards.

See Questions 6 and 13 regarding retirement. See Questions 3 and 22 regarding transparency and benefits. Regarding compensation, it is proposed by the Executive Director to recommend following El Paso County's pay scales for the current eight (8) job descriptions.

24. These questions are shared with full awareness of the overall transition timeline and are offered in the spirit of supporting a stable, transparent, and workable process for both employees and leadership. As staff are being asked to make significant employment decisions, clarity on how compensation, benefits, and

employment status will function in practice is essential. Thank you for considering these questions as part of the finalization process.

See Questions 6 and 13 regarding retirement. See Questions 3 and 22 regarding transparency. See Question 23 regarding compensation.

**25. Sick Leave:** What will be the sick leave accrual rate under ETA?

It is proposed by the Executive Director to replicate El Paso County's Sick Leave in a future EPATS employee handbook as shown here:  
<https://www.epcounty.com/hr/documents/policies/Sick%20Leave.pdf>

There may be minor modifications to the policy to reflect the needs of EPATS.

**26.** Will existing El Paso County sick leave balances transfer, be paid out, or be frozen?

Under Option 1, all paid out balances are defined in the Payment Upon Separation Policy.  
<https://www.epcounty.com/hr/documents/policies/Payment%20Upon%20Separation.pdf>

Under Options 2 and 3 – this is to be researched by El Paso County Human Resources. There is a potential that EPATS can “purchase the leave balances” and continue the leave balances without implication to the employees.

**27.** What will be the carryover limits, if any?

See Payment Upon Separation Policy.  
<https://www.epcounty.com/hr/documents/policies/Payment%20Upon%20Separation.pdf>

**28. Vacation / Annual Leave:** What will the vacation accrual schedule be under ETA?

It is proposed by the Executive Director to replicate El Paso County's Vacation Leave in a future EPATS employee handbook as shown here:  
<https://www.epcounty.com/hr/documents/policies/Vacation%20Leave.pdf>

There may be minor modifications to the policy to reflect the needs of EPATS.

**29.** Will years of service with El Paso County count toward accrual rates?

It is proposed by the Executive Director to recognize years of service from El Paso County.

30. What are the carryover and payout policies?

See Question 26.

31. **Paid Holidays:** What holidays will be observed by ETA?

It is proposed by the Executive Director to follow El Paso County Holiday Leave Policy in a future EPATS employee handbook as shown here:  
<https://www.epcounty.com/hr/documents/policies/Holiday-Leave.pdf>

There may be minor modifications to the policy to reflect the needs of EPATS.

32. Will ETA follow the El Paso County holiday calendar?

See Question 31.

33. **FMLA:** Will prior County service time count toward FMLA eligibility under ETA?

See Question 29.

34. How will hours worked prior to the transition be treated for eligibility purposes?

It is proposed by the Executive Director to follow El Paso County Family Medical Leave Act Policy in a future EPATS employee handbook as shown here:  
<https://www.epcounty.com/hr/documents/policies/Appendix%20D%20Family%20and%20Medical%20Leave.pdf>

There may be minor modifications to the policy to reflect the needs of EPATS.

35. **Parental / Paternal Leave:** Will ETA offer paid parental leave?

It is proposed by the Executive Director to follow El Paso County Paid Parental Leave Policy in a future EPATS employee handbook as shown here:  
[https://www.epcounty.com/hr/documents/policies/Paid Parental Leave Policy-  
updated.pdf](https://www.epcounty.com/hr/documents/policies/Paid%20Parental%20Leave%20Policy%20updated.pdf)

There may be minor modifications to the policy to reflect the needs of EPATS.

36. If so, what eligibility and duration will apply?

See Question 35.

37. **Retirement:** Will existing employees continue participating in TCDRS without interruption?

See Questions 6 and 13.

38. If not, how will service credit and employer contributions be impacted?

No impact.

39. Will there be no impact to retirement benefits option?

Yes.

40. **Health Insurance & Benefits:** Will medical, dental, vision, life, and disability coverage remain equivalent to County plans?

That is the proposed plan by the Executive Director. Benefits would either be provided by El Paso County through an interlocal agreement or through another entity such as the TX Health Benefits Pool available at: <https://www.txhb.gov/About> also known as the TML MultiState Intergovernmental Employee Benefits Pool.

41. Will deductibles, premiums, and plan options change?

This is to be determined if Option 1 is selected. If Option 2 is selected, this would be negotiated with the Board of Trustees of the Risk Pool for the El Paso County Health Benefits Program.

42. **Leave Balances:** Will any current leave balances (comp time, sick, vacation) transfer in any form?

See Question 27. As it relates to Sick Leave balances, this would need to be discussed with the Board and an analysis would need to be determined for transferring sick balances.

43. **Employee Status:** Will existing employees be treated as a continuation of service or as new hires for benefit eligibility purposes?

It is recommended by the Executive Director to treat employees as a continuation of service and recognize the years of service at El Paso County.

44. **Pay & Compensation Growth:** Will ETA follow the El Paso County pay scale step or merit increase structure?

The Executive Director is recommending using El Paso County Pay Scale to the Board of Directors as defined in the Appendix of the Draft Transition Plan. Merit increases would be based on the El Paso County Performance Management and Evaluation Policy in a future EPATS employee handbook as shown here: <https://www.epcounty.com/hr/documents/policies/Performance%20Management%20&%20Evaluations%20Policy%2010-30-2023.pdf>.

45. Will employees remain eligible for cost-of-living adjustments or merit-based raises?

The Executive Director is recommending that to the Board of Directors, subject to the annual budget process.

46. How will future pay increases be determined and approved?

It is proposed by the Executive Director to follow El Paso County Performance Management and Evaluation Policy in a future EPATS employee handbook as shown here:

<https://www.epcounty.com/hr/documents/policies/Performance%20Management%20&%20Evaluations%20Policy%2010-30-2023.pdf>.

There may be minor modifications to the policy to reflect the needs of EPATS.

47. **Employee Assistance Program (EAP):** Will ETA provide access to an Employee Assistance Program?

The Executive Director is recommending this benefit to the Board of Directors, similar to El Paso County's current policy and program: as defined at: [https://www.epcounty.com/hr/documents/policies/Employee%20Assistance%20Program%20\(EAP\).pdf](https://www.epcounty.com/hr/documents/policies/Employee%20Assistance%20Program%20(EAP).pdf). EPATS policy and program will be subject to whomever is providing the benefit.

48. If so, will it mirror the County's current EAP services?

That is to be determined based on whomever is providing the EAP for EPATS.

49. **Educational Assistance:** Will ETA offer tuition reimbursement or educational assistance programs?

The Executive Director is recommending that to the Board of Directors, subject to the annual budget process.

50. What eligibility criteria would apply?

The Executive Director is recommending this benefit to the Board of Directors, similar to El Paso County's current policy and program: as defined at: <https://www.epcounty.com/hr/documents/policies/Educational-Assistance-Plan-and-Policy.pdf>

There may be minor modifications to the policy to reflect the needs of EPATS.

51. **Health Savings Account (HSA) / Flexible Spending:** Will HSA and FSA options continue under ETA?

The Executive Director is recommending that benefit to the Board of Directors and is subject to negotiations with benefit providers. See Question 40.

52. Will employer contributions, if any, change?

This is subject to negotiations with the benefit providers on what they can provide to EPATS.

53. **Short-Term and Long-Term Disability:** Will ETA provide short-term and long-term disability coverage?

The Executive Director is recommending that benefit to the Board of Directors and is subject to negotiations with benefit providers. See Question 40.

54. Will coverage levels and waiting periods remain comparable to current County benefits?

The Executive Director is recommending that benefit to the Board of Directors and is subject to negotiations with benefit providers. See Question 40.

55. **Employment Security During Transition:** Does the transition process guarantee continued employment for current Transit Operations employees?

Yes, as long as the current employee accepts that they will not have the same El Paso County employee status, regardless of the option selected by the Board of Directors because EPATS would have control over the employee, not El Paso County.

56. If not, what criteria will be used to determine which employees are offered positions with ETA?

All current El Paso County Transit Operations Department employees transferring would need to fill out new hire paperwork and a job application for formality for EPATS to build employment files as those files is not likely to transfer from El Paso County due to their need to retain the employment record.

57. If an existing employee is not selected, what options or assistance will be provided?

Unless the employee declines to transfer, all employees will be selected provided they follow the process defined in Question 56. For those employees that do not transfer or cannot find alternative El Paso County employment, the Reduction in Force Policy will take effect as defined: <https://www.epcounty.com/hr/documents/policies/Reduction%20in%20Force.pdf>

58. Will current employees receive priority consideration over external applicants?

Existing employee positions will open to external applicants if the existing employee chooses to not transition over to EPATS, regardless of the model selected.

59. **Personnel Policies:** When the ETA Personnel Policies and Employee Handbook are available, can existing employees review them? Before making a decision.

The EPATS Personnel Policies and Employee Handbook will be developed and presented to the Board of Directors sometime in late Spring 2026. Several of the questions has advised the Executive Director's intent to utilize some of El Paso County's policies with minor modifications to reflect the needs of EPATS. The employee would need to make their own decision regardless of whether the Personnel Policies and Employee Handbook has been developed or not.

60. **Staffing Model Selection and Timing:** Section 7 outlines two staffing options with very different employment, financial, and governance impacts. The plan currently requires staff to indicate intent by February 28, 2026 before a staffing model has been formally selected. From a practical standpoint, staff decisions are contingent on the Board's selection of a staffing model and aligning that sequence would significantly reduce uncertainty and implementation risk. Aligning the Board's decision ahead of staff decisions and allowing sufficient time afterward for staff to evaluate the final staffing approach, would significantly reduce uncertainty and implementation risk.

Questions 3, 5 and 10 will address this question. The Board of Directors is not likely to select a staffing model until mid to late Spring, 2026 once the negotiations with El Paso County Human Resources is completed, as well as consultation with all the benefit providers. There is not enough information at this time for the Board of Directors to make an informed decision, as well as cost impacts is still being determined.

61. **Requirement for Current Staff to Reapply:** Section 7.5 indicates that existing employees would be required to apply, interview, and receive final appointment decisions as part of the transition. The plan does not clarify whether incumbents are presumed eligible absent performance issues, how continuity of service would be treated, or whether probationary status would reset. Given the timing of required staff decisions, these details are important.

The plan will add more clarity to this matter. See Questions 55 and 56. Any employee with performance issues would be addressed through the El Paso County Discipline/Disciplinary Action Policy through August 31, 2026 and EPATS future Discipline/Disciplinary Action Policy after September 1, 2026. The latter

policy would be developed similar to El Paso County's Policy, subject to minor modification to meet the needs of EPATS.

62. Civil Service Status and Due Process: The Transition Plan does not address civil service status, appeal rights, or other due-process protections currently associated with County employment. While the County Reduction in Force policy has been referenced in follow-up communication regarding staff who do not transition the plan itself does not describe how RIF procedures would apply in this context or how they would align with the proposed staffing options and timeline (are we ranked, are we reassigned, does seniority apply, how does timing align with ETA hiring, what protections exist if staff doesn't transition with ETA). Given the current February 28, 2026 decision date, additional clarity on these employment protections and processes would support informed decision making.

Official employment will end with El Paso County on August 31, 2026 as the Department will be dissolved and the Reduction in Force Policy will take effect. This also means Civil Service Civil Service Coverage and Exclusions Policy will no longer apply, as the employees will be under EPATS authority, regardless of if Options 2 or 3 was implemented and employees were under a "contract" with El Paso County. The EPATS Personnel Policies and Employee Handbook will include a process to grieve an adverse disciplinary action.

The Executive Director proposes to retain El Paso County Human Resources for advisory services through the proposed Master Agreement.

As the Reduction In Force Policy states, *"A reduction in force is a decrease in the number of authorized employees resulting from a discontinuation of services, organizational changes, or changes in fund authorization, and is not to be considered a disciplinary action."* With the Department being dissolved, County discontinuing transit operations and being grant funded, there is no place in County government to house the following positions:

- Executive Director of Transit Operations
- Transit Planner
- Associate Transportation Planner
- Human Services Transportation Plan Coordinator

Therefore, these positions will be decreased from the County budget. Furthermore, these positions are grant funded and would be decreased from the County budget due to the Department being dissolved:

- Administrative Specialist, Senior
- Purchasing & Grants Coordinator
- Contract Operations Manager
- Accounting/Office Manager

Since these positions exist in other County departments, should vacancies occur, there could be a potential to transfer into other departments prior to August 31, 2026.

Furthermore, the Civil Service Civil Service Coverage and Exclusions Policy states *“Exemption to provisions – any position paid through a grant or contract is covered by Civil Service rules with the exception of the ability to grieve a reduction in force that occurs due to a reduction or loss of funding from the grant or contract.”* This action is a result of El Paso County no longer having grant funding.

63. Retirement and Benefits Impacts: The plan does not explain how retirement contributions, benefit cost sharing, or long-term retirement impacts would differ between staffing options, and these differences could be substantial. With a February 28 decision deadline, additional clarity would help both staff understand the implications.

See Questions 6 and 13 regarding retirement and see Question 40 regarding benefits. There are continued discussions and the Board of Directors will take separate actions for retirement through TCDRS and benefits as defined in Questions 40 and 41.

64. Accrued Leave and Employment Continuity: The plan does not address how accrued vacation, sick leave, or compensatory time would be handled under either staffing option. Clarifying whether balances would transfer, be paid out, or be forfeited is necessary for both administrative planning and employee decision-making.

See Question 27. As it relates to Sick Leave balances, this would need to be discussed with the Board and an analysis would need to be determined for transferring sick balances. In regard to Compensatory Time, the Executive Director is recommending this benefit to the Board of Directors, similar to El Paso County's current policy and program: as defined at: [https://www.epcounty.com/hr/documents/policies/Compensatory\\_Time.pdf](https://www.epcounty.com/hr/documents/policies/Compensatory_Time.pdf)

There may be minor modifications to the policy to reflect the needs of EPATS, including the potential of consolidation of this Policy with Administrative Leave Policy that El Paso County has.

65. Personnel Policies and Grievance Processes: The plan anticipates that ETA personnel policies, grievance procedures, and performance evaluation standards will be developed after adoption of the transition plan. At the same time, staff are being asked to make employment decisions before those policies exist. Clarifying interim protections or guiding principles during the transition period would help reduce uncertainty.

See Questions 59 and 62.

66. County Placement Alternatives: If staff do not transition under the selected staffing model, existing County mechanisms, including the Staffing Adjustment Request process and the annual budget cycle, could provide a structured pathway to retain experienced employees in other County departments where staffing needs may already exist. Recognizing this as a potential implementation option would align with the plan's goal of minimizing disruption.

See Question 8.

67. Governance and Separation of Duties: During Transition The Transition Plan assigns multiple roles to the Executive Director during the formation period, including final appointment authority for staff and oversight of personnel matters, in addition to key compliance and oversight responsibilities. While this may be necessary early on, the plan does not describe interim checks, separation of duties, or employee escalation pathways during the transition period. Given that staff decisions are required before ETA personnel policies and grievance procedures are established, additional clarity on governance safeguards would help reduce implementation and workforce risk.

As defined in the Transition Plan, the Human Resources function will be handled by the Accounting/Office Manager in conjunction with the Executive Director with advisory services from El Paso County Human Resources Department by way of a Master Agreement or Interlocal Agreement. As defined in the EPATS Bylaws, the staff reports to the Executive Director and the Executive Director reports to the Board of Directors.

*"Executive Director. The Board of Directors may employ an Executive Director who will be responsible for the administration of the Corporation under an approved annual budget by the Board of Directors. Any obligations outside the budget shall be made only upon Board of Directors approval. The Executive Director shall continue to hold such position at the discretion of the Board of Directors, and in accordance with the Three-Party Employment Agreement with El Paso County, the Corporation, and the Executive Director. The Board of Directors shall conduct an annual review of the performance of the Executive Director. The employment or dismissal of the Executive Director shall require a majority vote of the total voting membership of the Board of Directors and shall be done in accordance with the Three-Party Employment Agreement with El Paso County, the Corporation, and the Executive Director. **All other staff shall be employed by and be responsible to the Executive Director.**"*

Questions 59, 61 and 62 also addresses the development of an Employee Handbook and Personnel Policies and Procedures to address opportunity to grieve an adverse action which will be done after the Transition Plan adoption, subject to Board of Directors approval.

68. These comments are provided with full awareness of the overall transition timeline and are intended to support a stable, transparent, and workable transition. Given the current February 28, 2026 staff decision date, addressing these items in advance would improve alignment between the plan's structure, its timeline, and how it will function in practice. Thank you for considering these comments as part of the finalization process. I look forward to our department meeting this week to discuss how these matters have been received by HR and potential answers to ongoing questions and concerns.

A Department meeting was scheduled February 4, 2026 to go through the plan and gather comments. All of the questions and comments relating to Human Resources discussed at that meeting are addressed in document. A meeting will be scheduled with Human Resources on February 12, 2026 to further discuss the implications to the staffing concepts.

69. The biggest question is if we transition employment (W2) from El Paso County to EPATS, what happens to years of service, amounts accrued at the County and what happens at retirement?

See Questions 6 and 13.

70. Can EPATS replicate the same retirement plan that El Paso County has for consistency?

The years of service at El Paso County are not lost. It will count as proportionate time and carry over to EPATS. I have attached relevant brochures that expand on these topics. The money in your El Paso County account will stay with El Paso County and be managed separately from your EPATS account, where you will begin making contributions at the time for transition, 9/1/26. You will be able to toggle between both accounts with your login you have already created for El Paso County and yes, EPATS can mirror El Paso County's benefit levels for consistency.

71. Is the two accounts combined for interest purposes or does the user have two accounts generating separate interest?

There are two accounts generating interest at 7% each.

72. With your last question regarding accruing interest, I think that's mainly what we want to know. If we no longer build on the County account or the money that's in it and have to start from zero with ETA account then it does affect the potential growth of funds.

The value in the accounts will always stay separate. As long as the El Paso County account is left open, it will continue to accrue 7% interest, but the account will no longer grow from payroll contributions.

The ETA account will begin with a zero balance and you will begin making your deposits into that account at the date of transition, which will also accrue at 7% compound interest.



Appendix N. El Paso County Human Resources Presentation

# EPATs Transition

*Human Resources Overview*

# Overview

- EPATs transition overview
- Human Resources Sections
  - Talent Management
  - Employee Relations
  - Benefits

# Employee Relations

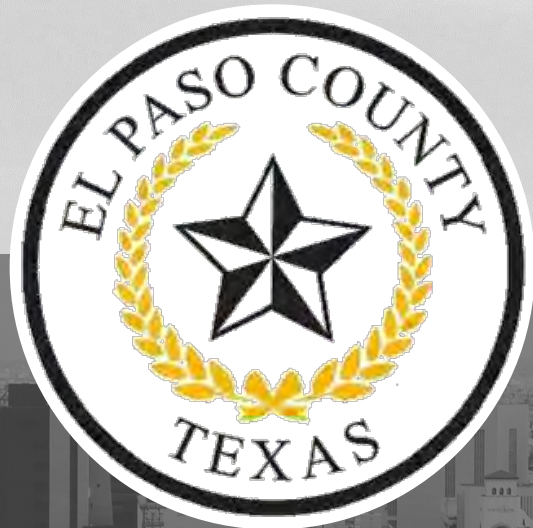
- Recordkeeping;
  - Data management;
  - Legal and regulatory compliance support;
  - Staff development/Access to Training system;
  - Employee relations and investigations (Supervisor and employee coaching);
  - Protected leave services (i.e., FMLA, ADA, Paid Parental leave, Sick Leave pool);
  - Paid leave services (i.e., vacation, sick, comp time, holiday);
  - Policy development and administration;
  - Civil Service for applicable positions;
  - Unemployment services;
- 
- *Employee Relations questions may be forwarded to:*
    - [HR-EmpRelations@epcountytexas.gov](mailto:HR-EmpRelations@epcountytexas.gov) or via phone at 915-273-3520, option #3

# Talent Management

- Reduction in Force
- Reassignment Process
- Reemployment Process
  
- *Talent Management questions may be forwarded to:*
  - [epcountyjobs@epcountytexas.gov](mailto:epcountyjobs@epcountytexas.gov) or via phone at 915-273-3520, ext. 2540
  
- *Compensation & Classification questions may be forwarded to:*
  - [HR-ClassComp.gem@epcountytexas.gov](mailto:HR-ClassComp.gem@epcountytexas.gov) or via phone at 915-273-3520, ext. 2541

# Benefits

- *Medical, Dental, Section 125 Plans & Vision*
- *Ancillary Benefits*
- *Retirement (Nationwide)*
  
- *Benefit questions may be forwarded to:*
  - [Hrbenefits@epcountytexas.gov](mailto:Hrbenefits@epcountytexas.gov) or via phone at 915-273-3520, Ext 3520
  
- *Gym membership questions may be forwarded to:*
  - [Hrwellness@epcountytexas.gov](mailto:Hrwellness@epcountytexas.gov) or via phone at 915-273-3520, Ext 4020



# *Questions*



# A Retirement Plan that Works for You

Kristina Fox

TCDRS Employer Services





more than  
**394,000**  
members and  
retirees



**890**  
employers



**8.0%**  
30-year return



**\$51B**  
in assets



**90%**  
funded

# Set Up for Success

- Created in **1967** by the Texas Legislature
- Receive **no funding** from the State of Texas
- Operating costs average **0.17%** of assets
- Managed independently by a nine-member board of trustees

# Unique Features That Make TCDRS Financially Strong



Savings-Based  
Benefits

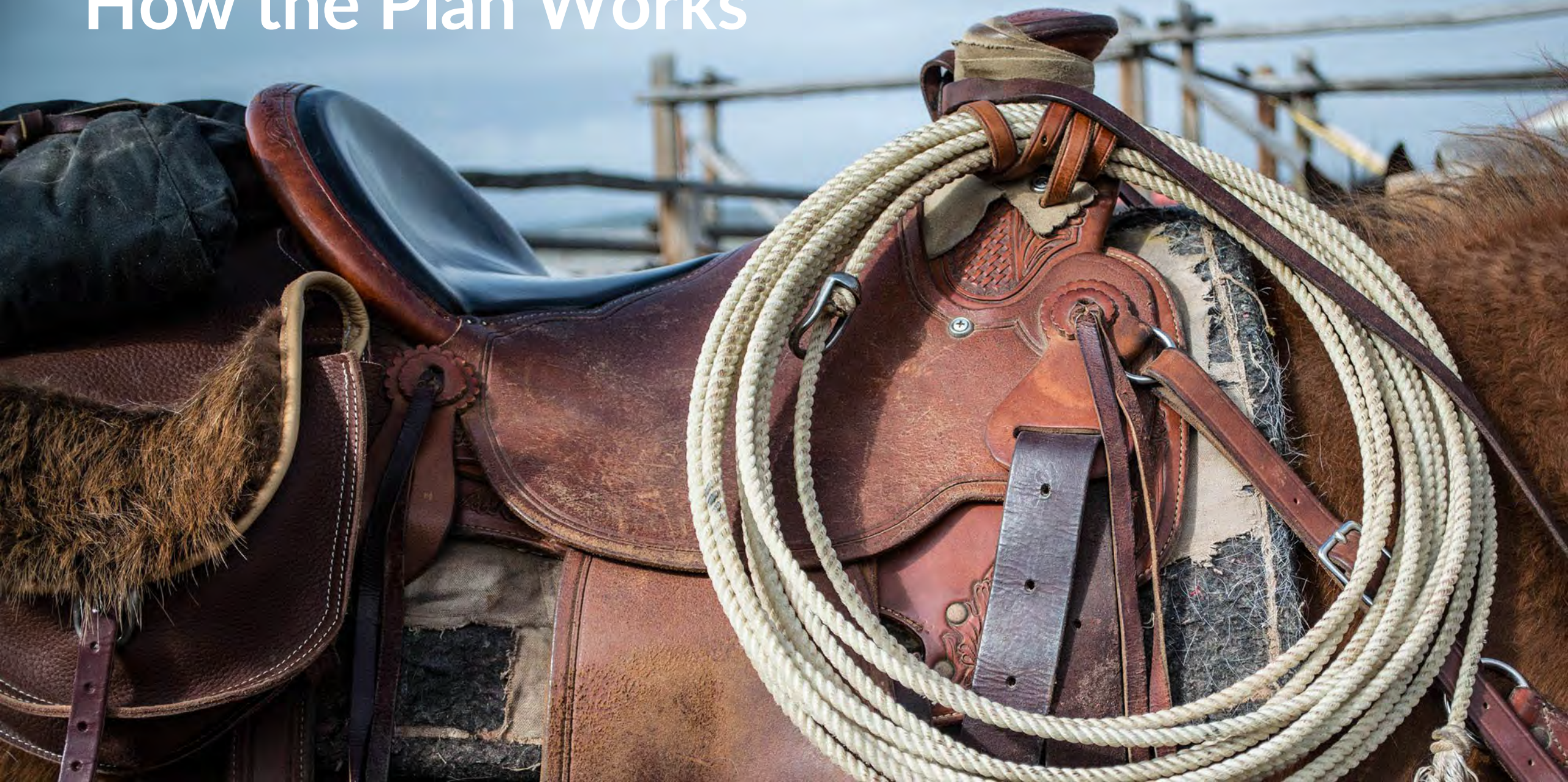


Responsible Plan  
Funding

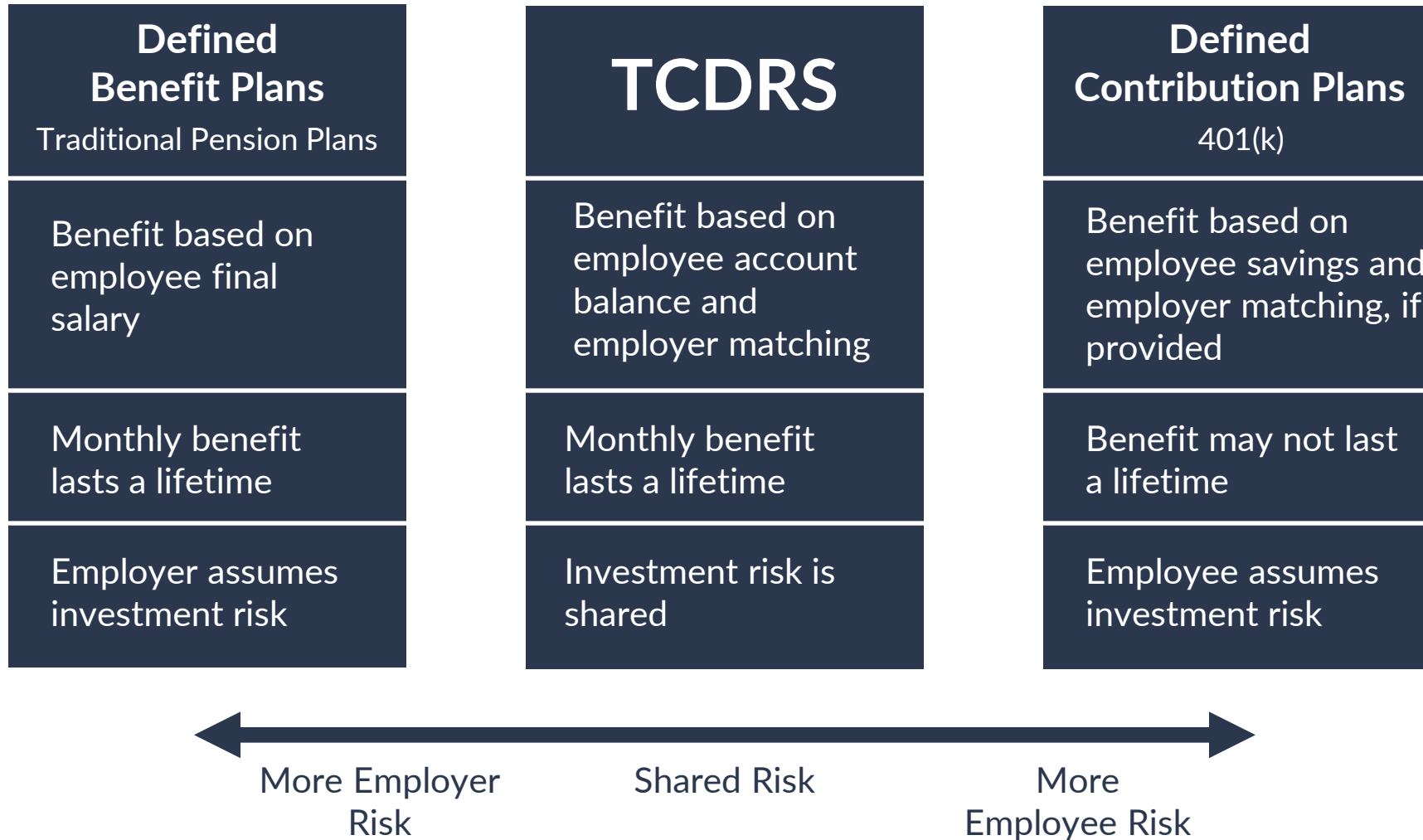


Flexibility &  
Local Control

# How the Plan Works



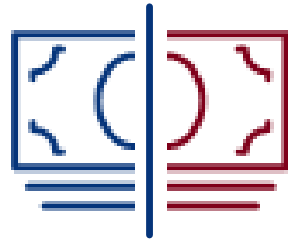
# Our Plan Design



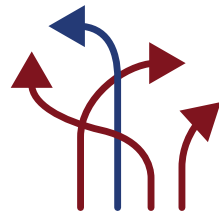
# A Benefit for Your Employees



Employee savings earn  
7% compound interest

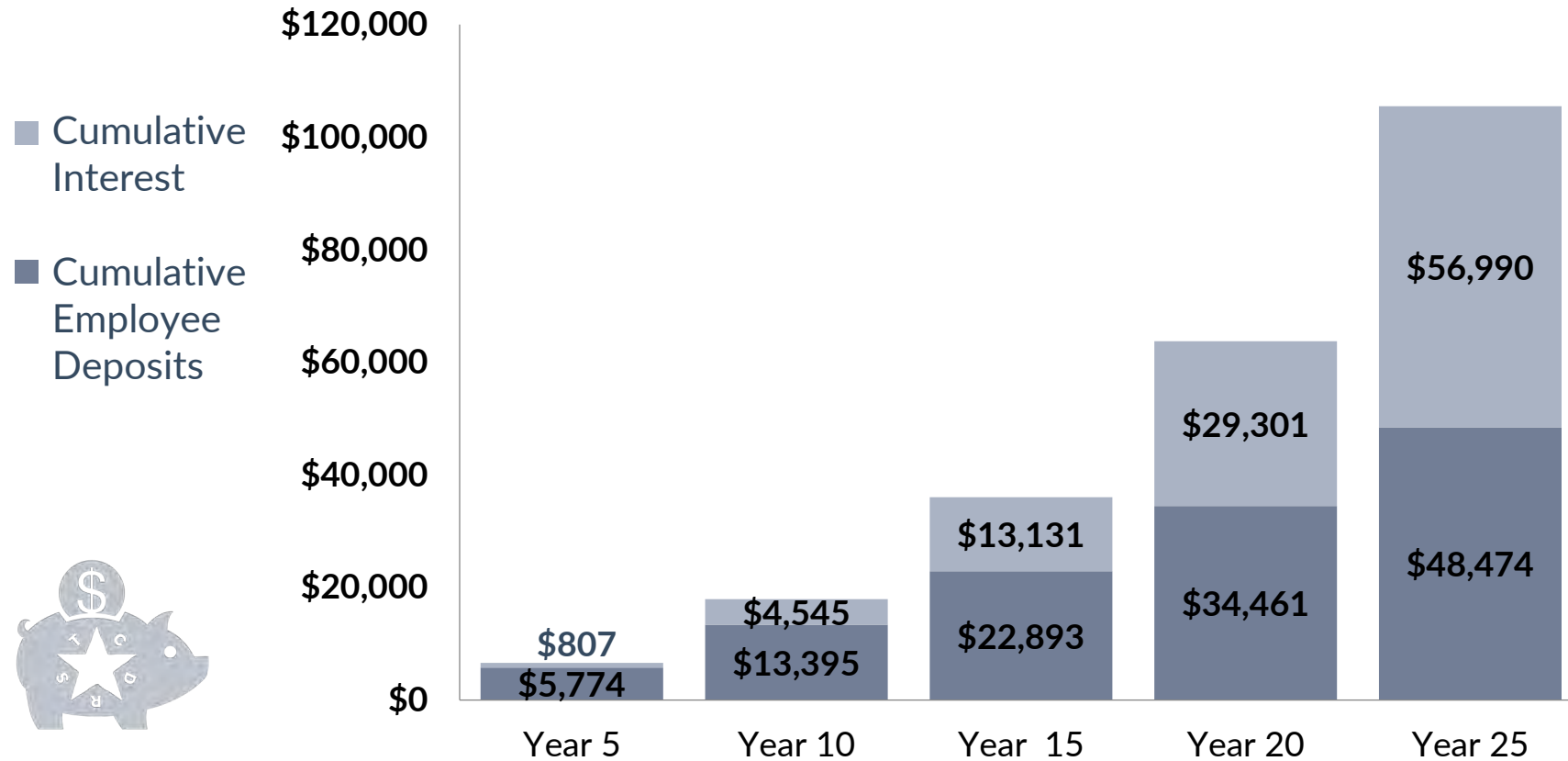


Lifetime benefit at retirement  
that includes employer matching



Account options  
when employees leave

# Compound Interest Pays Off



**Example only** – Projected amounts based on employee deposit of \$1,000 in year 1 and annual salary increases using the TCDRS graded valuation salary scale.

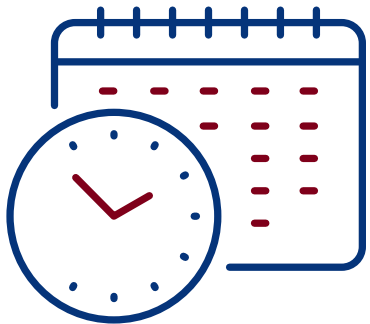
# Employee Participation

- All permanent employees must be enrolled in TCDRS
- Only temporary employees may be excluded
- Good idea to review enrollment periodically
- No probationary periods for participation

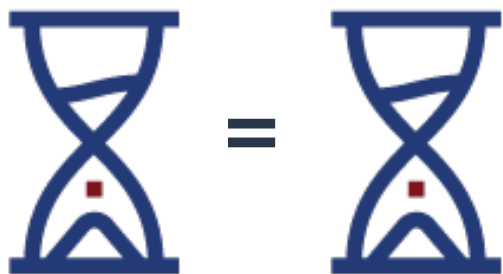
# How Employees Earn Service Time



- Employees earn one month of service time for each month they make a deposit
- Service time counts toward eligibility for
  - Vesting
  - Retirement benefits



# Other Ways to Earn Service Time



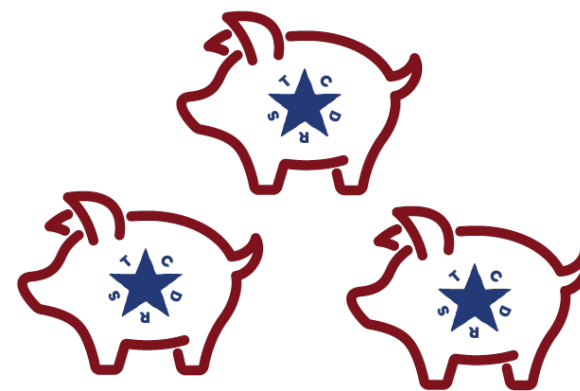
## Proportionate Retirement Program

City of Austin Employees' Retirement System (COAERS)  
Employees Retirement System of Texas (ERS)

Judicial Retirement System of Texas (JRS)  
Teacher Retirement System of Texas (TRS)  
Texas Municipal Retirement System (TMRS)



## Military or USERRA



## Multiple TCDRS Accounts

# Portability for Employees



## Option 1: Keep money with TCDRS

- Account continues to earn 7% compound interest
- Lifetime monthly benefit with employer matching (when vested and eligible to retire)



## Option 2: Rollover

- Forfeit a lifetime monthly benefit and lose employer matching
- Avoid paying tax penalties



## Option 3: Withdraw

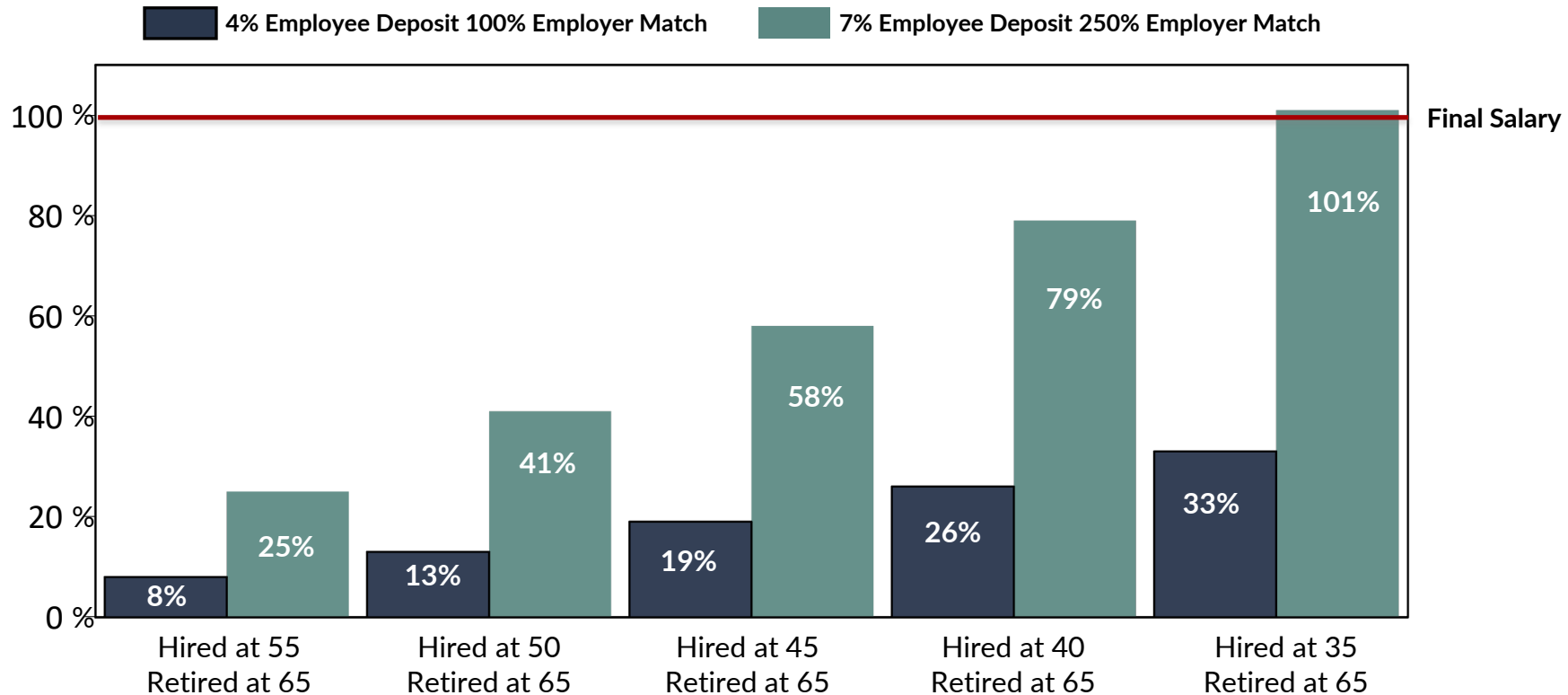
- Forfeit a lifetime monthly benefit and lose employer matching

A row of seven cowboy boots is displayed on a rustic wooden floor. From left to right, the boots are: a reddish-brown leather boot, a black leather boot with intricate white and red floral stitching, a black leather boot with white stitching, a bright yellow leather boot, a dark brown leather boot with white stitching, a black leather boot with white stitching, and a black leather boot with white stitching. The boots are arranged in a slightly overlapping line, showing their pointed toes and high shafts. The wooden floor has a weathered, greyish-blue finish with visible grain and some white paint splatters. A semi-transparent grey box containing white text is positioned in the lower-left corner of the image.

Your Plan Options:  
Finding the Right Fit

# How Much Will TCDRS Benefits Provide?

Estimated  
TCDRS  
replacement  
ratios



Notes:

The replacement ratio is the estimated monthly benefit compared to the final monthly salary earned before retirement.

Assumptions: The estimated percentages shown above are based on a new hire who will work for you until retirement. Plan provisions will remain in effect through the employee's retirement. Current laws governing TCDRS will continue as they are. Graded salary scales give bigger raises early in careers, with smaller raises later in careers. Based on Single Life benefit.

# Basic Plan Options

- **Employee deposit rate:** 4%, 5%, 6% or 7%
- **Employer matching:** Dollar-for-dollar to \$2.50 per dollar
- **Retirement eligibility**
  - At age 60 with 5, 8 or 10 years of service (vesting)
  - Rule of 75 or Rule of 80 (must be vested)
  - 20 or 30 years of service at any age

# Additional Plan Options

- Monetary Prior Service
- Group Term Life
- Partial Lump-Sum Payment at Retirement



**Funding Your Plan**

# Investment Income Funds Benefits

**74¢**  
Investment  
Earnings

**15¢**  
Employer  
Contributions



**11¢**  
Employee  
Deposits

*Estimated*

# Diversified Portfolio Reduces Risk

## Target Asset Allocation



# Investment Returns

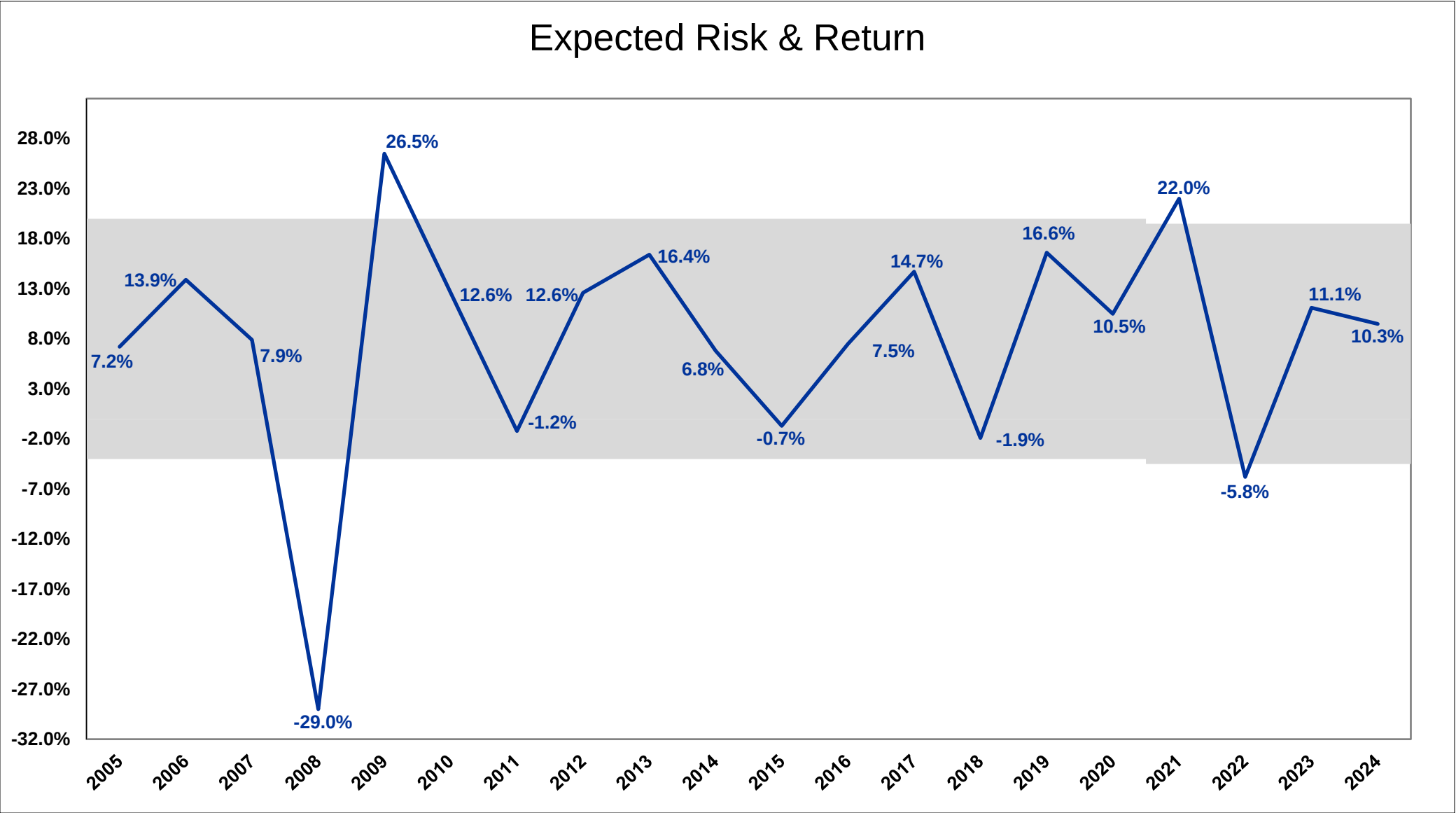
(Net of All Fees)

As of Dec. 31, 2024

| Annualized Returns | 5 Year | 10 Year | 20 Year | 30 Year |
|--------------------|--------|---------|---------|---------|
| Total Fund         | 9.2%   | 8.1%    | 7.2%    | 8.0%    |
| Benchmark          | 7.8%   | 7.0%    | 6.3%    | 7.0%    |

# Investment Returns 2005–2024

(Net of All Fees)



# Employer Contributions

- Independent actuaries perform an annual valuation on your retirement plan
- Determines your required employer contribution rate and measures your funded status
- Your rate can change each year based on changes in your workforce and investment earnings

# Controlling Plan Costs



- Contribute at a higher **elected rate** or make an **additional contribution**
- Allows you to **prefund** benefit increases
- Provides a **cushion** against possible future negative plan experience, such as investment losses
- **Adjust** your benefits



**We Are Here for You**

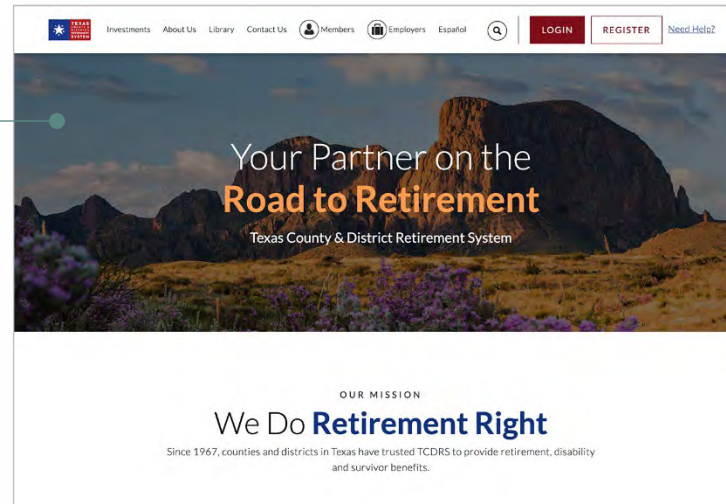
# Committed to Service

## Member Services

## Employer Services

## Resources:

- Website
- Educational videos
- Free webinars and training
- Annual Conference



# Take the next step, join TCDRS!



**Eligible to Participate**



**Workforce Analysis**



**Benefit and Cost Review**



**Decision to Join**

- Select plan and sign plan/participation agreements
- Begin participation 1<sup>st</sup> of any month
- First payment due by 15<sup>th</sup> of following month

# TCDRS Plan Administration

- For initial plan setup you will be responsible for:
  - Adding employer contacts
  - Enrolling employees
  - Terminating employees
  - Submitting payroll
    - You are responsible for working with your payroll provider/bookkeeper/accountant/auditor to make sure your payroll system is set up properly for TCDRS employee deductions
    - TCDRS provides basic guidance
    - Encouraging employees to register for their TCDRS online account
- TCDRS will provide you with step-by-step training to help you administer your TCDRS retirement plan

ANY  
QUESTIONS?

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# Texas County & District Retirement System

Preliminary Actuarial Study with Assumed Participation Date 09/01/2026

## El Paso Area Transportation Services, Local Government Corporation

|                                             |                                             |    | Plan 1                                 | Plan 2                                 | Plan 3                                 | Plan 4                                 |
|---------------------------------------------|---------------------------------------------|----|----------------------------------------|----------------------------------------|----------------------------------------|----------------------------------------|
| <b>Benefit Provisions</b>                   | Employee Deposit Rate                       | 1  | 4%                                     | 5%                                     | 7%                                     | 7%                                     |
|                                             | Employer Matching Rate                      | 2  | 100%                                   | 100%                                   | 250%                                   | 250%                                   |
|                                             | Monetary Prior Service Percentage           | 3  | 0%                                     | 0%                                     | 0%                                     | 0%                                     |
|                                             | Savings Rate                                | 4  | 8.0%                                   | 10.0%                                  | 24.5%                                  | 24.5%                                  |
| <b>Eligibility Options</b>                  | Vesting & Retirement at Age 60              |    |                                        |                                        |                                        |                                        |
|                                             | 10 Years                                    | 5  | <input checked="" type="radio"/> 0.00% | <input checked="" type="radio"/> 0.00% | <input type="radio"/> 0.00%            | <input type="radio"/> 0.00%            |
|                                             | 8 Years                                     | 6  | <input type="radio"/> 0.01%            | <input type="radio"/> 0.01%            | <input checked="" type="radio"/> 0.01% | <input type="radio"/> 0.01%            |
|                                             | 5 Years                                     | 7  | <input type="radio"/> 0.02%            | <input type="radio"/> 0.02%            | <input type="radio"/> 0.02%            | <input checked="" type="radio"/> 0.02% |
|                                             | Rule of 80                                  | 8  | <input checked="" type="radio"/> 0.00% | <input checked="" type="radio"/> 0.00% | <input type="radio"/> 0.00%            | <input type="radio"/> 0.00%            |
|                                             | Rule of 75                                  | 9  | <input type="radio"/> 0.01%            | <input type="radio"/> 0.01%            | <input checked="" type="radio"/> 0.01% | <input type="radio"/> 0.01%            |
|                                             | 30 Years at Any Age                         | 10 | <input checked="" type="radio"/> 0.00% | <input checked="" type="radio"/> 0.00% | <input type="radio"/> 0.00%            | <input type="radio"/> 0.00%            |
| <b>Other Options</b>                        | 20 Years at Any Age                         | 11 | <input type="radio"/> 0.01%            | <input type="radio"/> 0.01%            | <input checked="" type="radio"/> 0.01% | <input type="radio"/> 0.01%            |
|                                             | Partial Lump Sum                            | 12 | <input type="checkbox"/> 0.03%         | <input type="checkbox"/> 0.04%         | <input type="checkbox"/> 0.05%         | <input type="checkbox"/> 0.05%         |
| <b>Employer Contribution Rate</b>           | Normal Cost                                 | 13 | 2.88%                                  | 3.59%                                  | 14.06%                                 | 14.06%                                 |
|                                             | Unfunded Accrued Actuarial Liability (UAAL) | 14 | 0.14%                                  | 0.17%                                  | 0.46%                                  | 0.47%                                  |
|                                             | Total                                       | 15 | 3.02%                                  | 3.76%                                  | 14.52%                                 | 14.53%                                 |
| <b>Unfunded Accrued Actuarial Liability</b> | UAAL Amount                                 | 16 | \$5,710                                | \$7,138                                | \$18,845                               | \$19,252                               |
|                                             | Amortization Period in Years                | 17 | 20 Years                               | 20 Years                               | 20 Years                               | 20 Years                               |
| <b>Payment Upon Participation</b>           | Full UAAL Payoff Amount                     | 18 | \$5,849                                | \$7,312                                | \$19,305                               | \$19,721                               |
|                                             | Actual Payment Amount                       | 19 | \$0                                    | \$0                                    | \$0                                    | \$0                                    |
| <b>Elected Rate</b>                         | Elected Rate                                | 20 | 0.00%                                  | 0.00%                                  | 0.00%                                  | 0.00%                                  |

### Other Information from the Preliminary Actuarial Study

|                                                                                 |           |
|---------------------------------------------------------------------------------|-----------|
| Number of employees eligible for TCDRS membership                               | 4         |
| Average length of service of these employees (including "other system service") | 5.50      |
| Average age of these employees                                                  | 39        |
| Annualized payroll for the eligible employees                                   | \$376,677 |
| Payroll increase assumption                                                     | 0.0%      |

|                                        |              |    |                                                         |          |          |          |       |
|----------------------------------------|--------------|----|---------------------------------------------------------|----------|----------|----------|-------|
| Group Term Life Coverage               | GTL Election | 21 | <input type="radio"/> None                              |          |          |          | 0.00% |
|                                        |              | 22 | <input type="radio"/> Employees Only                    |          |          |          | 0.06% |
|                                        |              | 23 | <input checked="" type="radio"/> Employees and Retirees |          |          |          | 0.06% |
| Estimated First Year Cost of Benefits* | Pension      | 24 | \$11,376                                                | \$14,163 | \$54,693 | \$54,731 |       |
|                                        | GTL          | 25 | \$226                                                   | \$226    | \$226    | \$226    |       |
|                                        | Total        | 26 | \$11,602                                                | \$14,389 | \$54,919 | \$54,957 |       |

\* The cost of benefits will vary depending on actual payroll. This estimate is based on the annual reported payroll.

## Appendix P - El Paso County Print Shop Prices



800 E. Overland Ave., El Paso, TX 79901 (915) 273-3349

### PRINT CENTER FEE SCHEDULE

Date: Oct. 2025

| Qty.                                                                                              | Item Number | Item Description                                                     | Price | Total    |
|---------------------------------------------------------------------------------------------------|-------------|----------------------------------------------------------------------|-------|----------|
| <b>PRINTING - BLACK &amp; WHITE</b> <i>(Base Price Per Impression on 20 lb. White Bond Paper)</i> |             |                                                                      |       |          |
| 500                                                                                               | PRINT B/W   | 8 1/2 x 11 WHITE 20 LB. PAPER                                        | 0.10  | \$50.00  |
| <b>PRINTING - COLOR</b> <i>(Base Price Per Impression on 20 lb. White Bond Paper)</i>             |             |                                                                      |       |          |
| 500                                                                                               | PRINT COLOR | 8 1/2 x 11 WHITE 20 LB. PAPER                                        | 0.25  | \$125.00 |
| <b>B/W PRINT + PAPER STOCK</b> <i>(Add to Base Price Per Sheet Used)</i>                          |             |                                                                      |       |          |
| 500                                                                                               | PAPER STOCK | 8 1/2 x 11 60 LB. TEXT - <u>WILLIAMSBURG</u>                         | 0.04  | \$70.00  |
| 500                                                                                               | PAPER STOCK | 8 1/2 x 11 20 LB. TEXT - <u>HAMMERMILL COLORS (VARIOUS)</u>          | 0.04  | \$70.00  |
| 500                                                                                               | PAPER STOCK | 8 1/2 x 11 28 LB. TEXT - <u>HAMMERMILL COLOR COPY</u>                | 0.06  | \$80.00  |
| 250                                                                                               | PAPER STOCK | 8 1/2 x 11 80 LB. COVER - <u>ACCENT OPAQUE SMOOTH</u>                | 0.10  | \$75.00  |
| 200                                                                                               | PAPER STOCK | 8 1/2 x 11 100 LB. COVER - <u>ACCENT OPAQUE SMOOTH</u>               | 0.12  | \$74.00  |
| 250                                                                                               | PAPER STOCK | 8 1/2 x 11 100 LB. COVER LINEN - NATURAL WHITE <u>NEENAH CLASSIC</u> | 0.25  | \$112.50 |
| 500                                                                                               | PAPER STOCK | 8 1/2 x 11 80 LB. GLOSS TEXT - <u>PRO DIGITAL</u>                    | 0.05  | \$75.00  |
| 250                                                                                               | PAPER STOCK | 8 1/2 x 11 100 LB. GLOSS TEXT - <u>PRO DIGITAL</u>                   | 0.06  | \$65.00  |
| 500                                                                                               | PAPER STOCK | 8 1/2 x 11 80 LB. GLOSS COVER - <u>PRO DIGITAL</u>                   | 0.08  | \$90.00  |
| 250                                                                                               | PAPER STOCK | 8 1/2 x 11 100 LB. GLOSS COVER - <u>PRO DIGITAL</u>                  | 0.10  | \$75.00  |
| 250                                                                                               | PAPER STOCK | 8 1/2 x 11 111 LB. GLOSS COVER - <u>PRO DIGITAL</u>                  | 0.12  | \$30.00  |
| 100                                                                                               | PAPER STOCK | 8 1/2 x 11 LABEL PAPER - <u>SCORED &amp; PEEL SHEETS</u>             | 0.60  | \$110.00 |
| 500                                                                                               | PAPER STOCK | 11 x 17 60 LB. TEXT - <u>WILLIAMSBURG</u>                            | 0.08  | \$90.00  |
| 500                                                                                               | PAPER STOCK | 11 x 17 20 LB. TEXT - <u>HAMMERMILL COLORS (VARIOUS)</u>             | 0.08  | \$90.00  |
| 500                                                                                               | PAPER STOCK | 11 x 17 28 LB. TEXT - <u>HAMMERMILL COLOR COPY</u>                   | 0.12  | \$110.00 |
| 250                                                                                               | PAPER STOCK | 11 x 17 80 LB. COVER - <u>ACCENT OPAQUE SMOOTH</u>                   | 0.20  | \$100.00 |
| 200                                                                                               | PAPER STOCK | 11 x 17 100 LB. COVER - <u>ACCENT OPAQUE SMOOTH</u>                  | 0.24  | \$98.00  |
| 500                                                                                               | PAPER STOCK | 11 x 17 80 LB. GLOSS TEXT - <u>PRO DIGITAL</u>                       | 0.10  | \$100.00 |
| 500                                                                                               | PAPER STOCK | 11 x 17 100 LB. GLOSS TEXT - <u>PRO DIGITAL</u>                      | 0.12  | \$110.00 |
| 250                                                                                               | PAPER STOCK | 11 x 17 80 LB. GLOSS COVER - <u>PRO DIGITAL</u>                      | 0.16  | \$90.00  |
| 250                                                                                               | PAPER STOCK | 11 x 17 100 LB. GLOSS COVER - <u>PRO DIGITAL</u>                     | 0.20  | \$100.00 |
| 500                                                                                               | PAPER STOCK | 12 x 18 80 LB. GLOSS TEXT - <u>PRO DIGITAL</u>                       | 0.12  | \$110.00 |
| 500                                                                                               | PAPER STOCK | 12 x 18 100 LB. GLOSS TEXT - <u>PRO DIGITAL</u>                      | 0.14  | \$120.00 |
| 250                                                                                               | PAPER STOCK | 12 x 18 80 LB. GLOSS COVER - <u>PRO DIGITAL</u>                      | 0.18  | \$95.00  |
| 250                                                                                               | PAPER STOCK | 12 x 18 100 LB. GLOSS COVER - <u>PRO DIGITAL</u>                     | 0.22  | \$105.00 |
| 250                                                                                               | PAPER STOCK | 12 x 18 111 LB. GLOSS COVER - <u>PRO DIGITAL</u>                     | 0.24  | \$110.00 |
| <b>COLOR PRINT + PAPER STOCK</b> <i>(Add to Base Price Per Sheet Used)</i>                        |             |                                                                      |       |          |
| 500                                                                                               | PAPER STOCK | 8 1/2 x 11 60 LB. TEXT - <u>WILLIAMSBURG</u>                         | 0.04  | \$145.00 |
| 500                                                                                               | PAPER STOCK | 8 1/2 x 11 20 LB. TEXT - <u>HAMMERMILL COLORS (VARIOUS)</u>          | 0.04  | \$145.00 |
| 500                                                                                               | PAPER STOCK | 8 1/2 x 11 28 LB. TEXT - <u>HAMMERMILL COLOR COPY</u>                | 0.06  | \$155.00 |
| 250                                                                                               | PAPER STOCK | 8 1/2 x 11 80 LB. COVER - <u>ACCENT OPAQUE SMOOTH</u>                | 0.10  | \$150.00 |
| 200                                                                                               | PAPER STOCK | 8 1/2 x 11 100 LB. COVER - <u>ACCENT OPAQUE SMOOTH</u>               | 0.12  | \$149.00 |
| 250                                                                                               | PAPER STOCK | 8 1/2 x 11 100 LB. COVER LINEN - NATURAL WHITE <u>NEENAH CLASSIC</u> | 0.25  | \$187.50 |
| 500                                                                                               | PAPER STOCK | 8 1/2 x 11 80 LB. GLOSS TEXT - <u>PRO DIGITAL</u>                    | 0.05  | \$150.00 |
| 250                                                                                               | PAPER STOCK | 8 1/2 x 11 100 LB. GLOSS TEXT - <u>PRO DIGITAL</u>                   | 0.06  | \$140.00 |

|                            |              |                                                          |       |          |
|----------------------------|--------------|----------------------------------------------------------|-------|----------|
| 500                        | PAPER STOCK  | 8 1/2 x 11 80 LB. GLOSS COVER - <u>PRO DIGITAL</u>       | 0.08  | \$165.00 |
| 250                        | PAPER STOCK  | 8 1/2 x 11 100 LB. GLOSS COVER - <u>PRO DIGITAL</u>      | 0.10  | \$150.00 |
| 250                        | PAPER STOCK  | 8 1/2 x 11 111 LB. GLOSS COVER - <u>PRO DIGITAL</u>      | 0.12  | \$155.00 |
| 100                        | PAPER STOCK  | 8 1/2 x 11 LABEL PAPER - <u>SCORED &amp; PEEL SHEETS</u> | 0.60  | \$185.00 |
| 500                        | PAPER STOCK  | 11 x 17 60 LB. TEXT - <u>WILLIAMSBURG</u>                | 0.08  | \$165.00 |
| 500                        | PAPER STOCK  | 11 x 17 20 LB. TEXT - <u>HAMMERMILL COLORS (VARIOUS)</u> | 0.08  | \$165.00 |
| 500                        | PAPER STOCK  | 11 x 17 28 LB. TEXT - <u>HAMMERMILL COLOR COPY</u>       | 0.12  | \$185.00 |
| 250                        | PAPER STOCK  | 11 x 17 80 LB. COVER - <u>ACCENT OPAQUE SMOOTH</u>       | 0.20  | \$175.00 |
| 200                        | PAPER STOCK  | 11 x 17 100 LB. COVER - <u>ACCENT OPAQUE SMOOTH</u>      | 0.24  | \$173.00 |
| 500                        | PAPER STOCK  | 11 x 17 80 LB. GLOSS TEXT - <u>PRO DIGITAL</u>           | 0.10  | \$175.00 |
| 500                        | PAPER STOCK  | 11 x 17 100 LB. GLOSS TEXT - <u>PRO DIGITAL</u>          | 0.12  | \$185.00 |
| 250                        | PAPER STOCK  | 11 x 17 80 LB. GLOSS COVER - <u>PRO DIGITAL</u>          | 0.16  | \$165.00 |
| 250                        | PAPER STOCK  | 11 x 17 100 LB. GLOSS COVER - <u>PRO DIGITAL</u>         | 0.20  | \$175.00 |
| 500                        | PAPER STOCK  | 12 x 18 80 LB. GLOSS TEXT - <u>PRO DIGITAL</u>           | 0.12  | \$185.00 |
| 500                        | PAPER STOCK  | 12 x 18 100 LB. GLOSS TEXT - <u>PRO DIGITAL</u>          | 0.14  | \$195.00 |
| 250                        | PAPER STOCK  | 12 x 18 80 LB. GLOSS COVER - <u>PRO DIGITAL</u>          | 0.18  | \$170.00 |
| 250                        | PAPER STOCK  | 12 x 18 100 LB. GLOSS COVER - <u>PRO DIGITAL</u>         | 0.22  | \$180.00 |
| 250                        | PAPER STOCK  | 12 x 18 111 LB. GLOSS COVER - <u>PRO DIGITAL</u>         | 0.24  | \$185.00 |
| PRINTING ENVELOPES         |              |                                                          |       |          |
| 500                        | ENVELOPES    | #9 AND #10 REGULAR WHITE                                 | 0.07  | \$35.00  |
| 500                        | ENVELOPES    | #9 AND #10 WINDOW ENVELOPES                              | 0.10  | \$50.00  |
| BOOK BINDING               |              |                                                          |       |          |
|                            | BOOK BINDING | COMB BINDING UP TO 1/4                                   | 0.50  | \$0.00   |
|                            | BOOK BINDING | COMB BINDING 1/4 - 3/4                                   | 0.75  | \$0.00   |
|                            | BOOK BINDING | COMB BINDING 3/4 +                                       | 1.00  | \$0.00   |
|                            | BOOK BINDING | SPIRAL BINDING (6 mm - 10 mm)                            | 0.50  | \$0.00   |
|                            | BOOK BINDING | SPIRAL BINDING (11 mm - 20 mm)                           | 0.75  | \$0.00   |
|                            | BOOK BINDING | SPIRAL BINDING (21 mm - 40 mm)                           | 1.00  | \$0.00   |
|                            | BOOK BINDING | COVERS - CLEAR PLASTIC (7MM) EACH COVER                  | 0.35  | \$0.00   |
| LARGE FORMAT COLOR POSTERS |              |                                                          |       |          |
|                            | LARGE FORMAT | 18" x 24" POSTER - MATTE PAPER                           | 6.00  | \$0.00   |
|                            | LARGE FORMAT | 24" x 36" POSTER - MATTE PAPER                           | 12.00 | \$0.00   |
|                            | LARGE FORMAT | 36" x 48" POSTER - MATTE PAPER                           | 24.00 | \$0.00   |
|                            | LARGE FORMAT | PER SQUARE FOOT - MATTE PAPER                            | 2.00  | \$0.00   |
|                            | LARGE FORMAT | 18" x 24" POSTER - SATIN PHOTO PAPER                     | 9.00  | \$0.00   |
|                            | LARGE FORMAT | 24" x 36" POSTER - SATIN PHOTO PAPER                     | 18.00 | \$0.00   |
|                            | LARGE FORMAT | 36" x 48" POSTER - SATIN PHOTO PAPER                     | 36.00 | \$0.00   |
|                            | LARGE FORMAT | PER SQUARE FOOT - SATIN PHOTO PAPER                      | 3.00  | \$0.00   |
|                            | LARGE FORMAT | PER SQUARE FOOT - VINYL BANNER                           | 4.00  | \$0.00   |
|                            | LARGE FORMAT | PER SQUARE FOOT - CORROGATED PVC                         | 5.00  | \$0.00   |
|                            | LARGE FORMAT | PER SQUARE FOOT - DIEBOND ALUMINUM                       | 7.00  | \$0.00   |
| NCR FORMS                  |              |                                                          |       |          |
|                            | NCR FORMS    | 8 1/2 x 11 NCR FORMS 2 PART (PER SET)                    | 0.14  | \$0.00   |
|                            | NCR FORMS    | 8 1/2 x 11 NCR FORMS 3 PART (PER SET)                    | 0.18  | \$0.00   |
|                            | NCR FORMS    | 8 1/2 x 11 NCR FORMS 4 PART (PER SET)                    | 0.22  | \$0.00   |
| SERVICES                   |              |                                                          |       |          |
|                            | SERVICES     | MOUNTING - 18" x 24" FOAM BOARD                          | 7.00  | \$0.00   |
|                            | SERVICES     | MOUNTING - 24" x 36" FOAM BOARD                          | 14.00 | \$0.00   |

|                                             |                |                                                    |       |        |
|---------------------------------------------|----------------|----------------------------------------------------|-------|--------|
|                                             | SERVICES       | MOUNTING - FOAM BOARD - PER SQUARE FOOT            | 2.00  | \$0.00 |
|                                             | SERVICES       | LAMINATION - 8 1/2" x 11" (each)                   | 1.00  | \$0.00 |
|                                             | SERVICES       | LAMINATION - 11" x 17" (each)                      | 2.00  | \$0.00 |
|                                             | SERVICES       | LAMINATION - PER SQUARE FOOT                       | 1.00  | \$0.00 |
|                                             | SERVICES       | FOLDING (MACHINE) (UP TO 1,000 PIECES FOLDED)      | 15.00 | \$0.00 |
|                                             | SERVICES       | HAND FOLD (PER FOLD)                               | 0.25  | \$0.00 |
|                                             | SERVICES       | HAND COLLATING (PER PAGE)                          | 0.50  | \$0.00 |
|                                             | SERVICES       | PADDING (PER PAD of 50 SHEETS)                     | 1.00  | \$0.00 |
|                                             | SERVICES       | COPIER STAPLING - EACH                             | 0.25  | \$0.00 |
|                                             | SERVICES       | MANUAL STAPLING - EACH                             | 0.50  | \$0.00 |
|                                             | SERVICES       | BOOKLET MAKER (SADDLE STITCH - PER BOOKLET)        | 1.00  | \$0.00 |
|                                             | SERVICES       | CUTTING (1 REAM CUT PER CHARGE)                    | 10.00 | \$0.00 |
|                                             | SERVICES       | TABS (PER SET OF 5 BANKS)                          | 1.00  | \$0.00 |
|                                             | SERVICES       | FOILING (PER SHEET - GOLD, SILVER OR COLORED FOIL) | 0.25  | \$0.00 |
| BUSINESS CARDS                              |                |                                                    |       |        |
|                                             | BUSINESS CARDS | 100 LB. WHITE COVER (100 CT.)                      | 10.00 | \$0.00 |
|                                             | BUSINESS CARDS | 100 LB. WHITE COVER (250 CT.)                      | 20.00 | \$0.00 |
|                                             | BUSINESS CARDS | 100 LB. WHITE COVER (500 CT.)                      | 25.00 | \$0.00 |
| GRAPHIC DESIGN ( TYPESETTING & SET-UP WORK) |                |                                                    |       |        |
|                                             | DESIGN         | GRAPHIC DESIGN (PER HOUR FEE)                      | 40.00 | \$0.00 |
|                                             |                |                                                    |       |        |
|                                             |                |                                                    |       |        |
|                                             | Notes:         |                                                    |       |        |