CONNECT TRANSIT BOARD MEETING AGENDA
August 26, 2026

Notice is hereby given that the Cache Valley Transit District (dba Connect Transit) will hold its regular meeting beginning at: 5:30 pm on Wednesday, August 26, 2026. The meeting will be at the Connect Transit Board Room, 3021 N. 300 W. North Logan, Utah. The public may view the meeting via the link below. Public comments can be made at the anchor location.

Estimated time of consideration

5:30 PM **BOARD MEETING AGENDA**

1. Call to Order
2. Pledge of Allegiance
3. Consent agenda
   - a - approval of agenda
   - b - approval of minutes - June 24, 2026 & July 15, 2026
   - **c - next meeting - September 23, 2026**
4. Public comments

5:35 PM 5. **Board Business**

A. Review planning study - Peter Soderberg, Nelson Nygaard
B. Review 2nd quarter financials - Glen Schmidt, Budget Committee Chair
C. Review budget timeline - Curtis Roberts, Administration Director
D. Consideration of CEO compensation policy - Lieren Hansen, Board Chair

5:55 PM 6. **Management Report**

A. Preventative Maintenance Review - Todd Beutler, General Manager
B. Questions for management

6:25 PM 7. **Board Chair Report**

8. Public comments

6:45 PM 9. **Adjourn**

Board meetings are streamed live on the Connect Transit YouTube channel at: https://www.youtube.com/@connecttransit

Regular Board Meeting Minutes
Cache Valley Transit District
DBA Connect Transit
Wednesday, June 24, 2026
5:30 pm
Connect Administration
3021 North 300 West, North Logan, Utah
Connect Transit Boardroom

Present: Lieren Hansen, Glen Schmidt, Emily Fletcher, Flor Estrada, John Zsiray, Paul Mortenson, and Shaun Bushman

Excused: Ron Bushman and Mike Arnold

Others: Todd Beutler, Curtis Roberts, Mindy Spackman, Kaylee Fonnesbeck, Brad Nelson, Jody Kimball, and Charise VanDyke

Regular Meeting Agenda

1. *Call to order*: Board Chair Lieren Hansen

2. Pledge of Allegiance

3. Consent Agenda: Lieren Hansen asked for a motion to approve the consent agenda. Shaun Bushman moved; John Zsiray seconded. Vote unanimous.
   A. Approval of Agenda
   B. Acceptance of Minutes – May 27, 2026
   C. Next Board Meeting – July 15, 2026

4. Public comments: No comments or questions.

5. **Board Business:**
   A. Review planning study – Peter Soderberg, Nelson/Nygaard: Some key findings from Phase 1 are that Connect Transit is serving the community well and has strong support from riders and non-riders; the highest-priority improvements are later evening service, more weekend service, and more frequent service. There are opportunities to improve the service through route realignments, alternative service models, expanding POOL service, and extending to new destinations. Reviewing the operational data behind how well the system operates includes service characteristics (route frequency and service span), performance statistics (route ridership & productivity, route on-time performance, stop level ridership),

and market analysis (population & employment density and transit propensity index). Examining route frequency and service span – during the weekdays, the highest frequency is provided by the Loops (15-minute service), while most other routes operate on a standard pulse (30 minutes) and Routes 11 and 16 operate at lower frequencies (hourly and four trips per day respectively). Saturday service has no high-frequency routes with the Loops being on a standard pulse and the rest of the routes on lower frequencies (with no service for Route 16). Weekday frequency is generally good for a system of this size, but not on weekends. Service span is generally good for getting people to work who work the traditional 9-to-5, but most service ends around 8 p.m., making it difficult for people working later or outside the typical hours to use transit. Saturday has a low service span; feedback from the public indicates that they want more earlier and later service on Saturdays. Ridership is concentrated around Utah State University campus, the main street corridor, and downtown Logan; the highest ridership stops include the transit center, USU and off-campus housing, main street corridor and the Walmarts, and Bridgerland Technical College. Ridership at the route level is driven by the high frequency Loop Service (46 percent of all system boardings). Routes 9, 7, and 1 are among the higher-performing local routes, while Routes 16, 11, 6, and 3 have the lowest ridership. Route 15 saw an increase in ridership after frequency was improved and is now one of the stronger-performing routes. Productivity looks at boardings per revenue hour and is a measure of how efficiently transit moves people. Despite having the highest ridership, the Loop routes have below average productivity (indicating that there may be more service than warranted), which suggests that there could be an opportunity to more efficiently allocate resources along the Loop routes. Routes 9, 7, and 1 have high productivity in addition to high ridership. On-time performance was also reviewed. Trips are considered early when they depart more than one minute early, late when they arrive more than five minutes late, and on time for trips falling between those thresholds. Most agencies target around 85 percent on-time performance (OTP). The Loops have the lowest OTP because they don't have a schedule (they're frequency based and actively adjusted to avoid bunching); Routes 11 and 16 have notably poor OTP because of the traffic and long distances. Routes 1 and 2 are frequently departing early, so they need to be examined to see what's driving that and what needs to be adjusted. Transit Propensity Index shows densities of the people most likely to ride transit as those who are from low-income households, zero-vehicle households, youth, minorities, and people with disabilities. The highest need areas are generally well served. The key findings are that areas of high need and high demand are both well-served by Connect Transit; ridership is driven by USU, main street corridor, and the high-frequency Loop routes; despite high ridership the Loop routes have below average productivity; on-time performance is notably poor on Loop routes and longer distance services like Routes 11, 12, and 16. The next step is the Board Workshop

on July 15 where we'll discuss tradeoffs and service priorities; feedback from the workshop will be used to develop a prioritization framework which will help build service recommendations. The study will take the data, engagement, and stakeholders and feed it into a prioritization framework and then use that to develop transit network scenarios. The study is on schedule for early 2027 completion. Discussion about the study. The current analysis is based on calendar year 2025, which should provide a large enough sample to minimize the effect of temporary issues such as road construction and the bridge project. When they examine on time performance, they look at every timepoint throughout the route and see if the timepoints or the route needs to be adjusted. While frequency was adjusted for both Routes 12 and 15, Route 12 didn't increase in ridership at the same level as Route 15. Commuter routes don't have the same productivity standards as local routes because they serve different purposes; their purpose is to go into areas with less population density and provide coverage. Denser population areas outperform lower population areas in productivity. Microtransit could replace some existing fixed-route services in some lower-density areas. Ridership and productivity are both important metrics, but they tell different stories. Connect still compares favorably to other transit systems of a similar size with the amount of passengers per revenue hour served.

6. **Management Report:**
   A. Overview of driver training – Kaylee Fonnesbeck, HR Manager: The new hire training program has three main sections: classroom training (about 36 hours), yard work where they drive a bus around cones, and 30 hours of behind the wheel (BTW) training where they're driving one on one with a trainer. The 30-hour requirement for BTW training is lowered to 15 hours if they already have a CDL passenger endorsement. To be a BTW trainer, they must have at least two years of behind the wheel experience and they need to go through an interview process. Drivers need to be at least 21 years or older to receive a passenger endorsement for a CDL. Connect has in-house CDL testers (they're qualified and certified with the state as testers); trainees must take the written test at the DMV first and bring back a permit for the CDL test. After they pass the CDL test, or ride check for those who already have a CDL, they then have to complete cadet training. Cadet trainers don't have to interview to become one and are other drivers; they're selected and given extra training, but any driver can become one if they go through the training. This is helpful to the process because new drivers are being mentored by their coworkers. The new facility has benefits training in a lot of ways. Logistically having a dedicated training room has been great to help get training done; before there was one conference room, so there were times where meetings had to be held off site to keep training going. Pre-trips are now inside instead of outside in the cold (because buses were stored outside under canopies). Until the training course is built, there's limited space for cone training at the new

facility; there's a particular issue with right hand trainings because the facility is designed with left hand turns. In 2025, we hired 47 drivers (over 4,000 training hours); in 2026, we've hired 12 drivers so far. There's been better retention and in Fall 2025 we hired more drivers because of the increased frequency on Routes 12 and 15. Discussion about the process. It takes about 5 to 7 weeks to train new drivers. Some new drivers find that the job isn't for them (stress of driving in traffic, sitting for hours a day, etc.), but we've only had a few trainees not be able to pass the CDL test. All drivers are hired as part time; they need to drive a minimum of 8 hours a week with some picking up 30 to 35 hours a week during the summer. There's a pretty even split between full-time and part-time drivers (about 50-50). Drivers drive a route for one week and then switch to another route the next week; this has increased safety by helping keep drivers out of autopilot as well as improving cross training on routes. Most routes are driven in 4-hour blocks and there's a 10 hour limit to a shift (CDL restriction). The generational distribution of staff is 15 percent Baby Boomer, 32 percent Gen-X, 24 percent Millennial, and 29 percent Gen-Z.

B. Update on installation of new camera systems on buses – Curtis Roberts, Administration Director: One of the major projects for this year has been upgrading the camera systems on the buses, which was authorized by the Board for this year's budget. In the past, we've had whoever we bought the buses from install the cameras. However, with how long we keep the buses (up to 12 years), those camera systems get old; it also makes it so we're dealing with multiple camera vendors and software. For this project, we've contracted with one camera vendor, so it'll be more standardized (types of cameras, available views, video quality, etc.). The vendor will have the tech upgraded by the end of July. Discussion about the cameras. The video quality will improve, and buses won't have to be removed from service to pull video.

C. Overview of budget timeline – Curtis Roberts, Administration Director: The budget process will start soon for the Board. In the August board meeting, management will bring the budget priorities to bring high level ideas to inform and align with the Board. In the September board meeting, the preliminary budget will be presented, according to the best information at that time. There will be two board meetings in October; at the last board meeting in October, management will bring the employee benefit package for a vote/approval. This is to comply with legal requirements. In the November board meeting, the Board will vote on the tentative budget. Then in December, the Board will vote on the final budget. Because of the holidays in November and December, the board meetings will take place November 18 and December 9. The last three board meetings of the year (October 28, November 18, and December 9) need to have a quorum present to take a vote on the employee benefit package, tentative budget, and final budget

respectively. There will be a public hearing on the budget in December to comply with state law.

D. Questions for management: No comments or questions.

7. **Board Chair Report:**
   A. Recognition of Employee Anniversaries: Employee anniversaries were delayed until next month.

   B. Report on City Council Reports: A time to present to the Hyrum City Council has been arranged for July 16, so it'll be talked about in the August board meeting.

   C. Report on Transit Day on the Hill: For this year's annual Transit Day on the Hill, agencies took buses up (versus last year where they were inside the capital building with booths in the rotunda). They parked on the south side of the capital building and talked about the importance of transit. Todd spoke at the event. SLC news stations covered the event. State Representatives Jon Hawkins and Michael Petersen, and Senator Chris H. Wilson, stopped by our booth to talk.

8. Public comments: No comments or questions.

9. **Adjourn:** Board Chair Lieren Hansen adjourned the meeting.

Board Planning Workshop Meeting Minutes
Cache Valley Transit District
DBA Connect Transit
Wednesday, July 15, 2026
4:30 pm
Connect Administration
3021 North 300 West, North Logan, Utah
Connect Transit Boardroom

Present: Lieren Hansen, Glen Schmidt, Emily Fletcher, Flor Estrada, Paul Mortenson, Mike Arnold, and Shaun Bushman

Excused: Ron Bushman and John Zsiray

Others: Todd Beutler and Charise VanDyke

Regular Meeting Agenda

1. *Call to order*: Board Chair Lieren Hansen

2. Presentation on types of service priority – Peter Soderberg, Nelson Nygaard: Peter Soderberg and Thomas Wittmann presented on Transit Network Design and Service Tradeoffs. Each value has tradeoffs (i.e. if more coverage is provided it means there will be less frequent service, etc.), which is why a prioritization framework is so important.

3. Service priority tabletop exercise – Peter Soderberg, Nelson/Nygaard: Peter Soderberg and Thomas Wittmann led the Board in a simulated transit service planning exercise for a fictional location. Each of the two groups discussed priorities and drew routes on a map. They had to take into consideration resources and then test the service with fictional riders.

4. **Adjourn:** Board Chair Lieren Hansen adjourned the meeting.

Cache Valley Transit District
Budget vs. Actual
Through June 2026

	Actual	Budget	Variance	Percent of year Lapsed = 50.00%
Income				
Sales tax	4,050,717.28	8,665,000.00	(4,614,282.72)	46.75%
Charges for services	48,736.23	128,000.00	(79,263.77)	38.08%
Interest income	335,484.92	500,000.00	(164,515.08)	67.10%
Federal and state grants	2,308,191.60	4,899,000.00	(2,590,808.40)	47.12%
Other	21,855.53	6,000.00	15,855.53	364.26%
Total Income	6,764,985.56	14,198,000.00	(7,433,014.44)	
Expense				
Operations				
Payroll and benefits	3,374,691.99	7,978,000.00	4,603,308.01	42.30%
Professional and technical	280,267.87	688,000.00	407,732.13	40.74%
Insurance and surety bonds	138,687.30	292,000.00	153,312.70	47.50%
Public outreach/community engagement	1,424.99	37,000.00	35,575.01	3.85%
Subscriptions and memberships	23,704.32	33,000.00	9,295.68	71.83%
Software	88,464.15	356,000.00	267,535.85	24.85%
Supplies	22,663.90	71,000.00	48,336.10	31.92%
Fuel	463,835.37	922,000.00	458,164.63	50.31%
Tires	3,886.12	166,000.00	162,113.88	2.34%
Training and travel	27,118.22	104,000.00	76,881.78	26.08%
Utilities	112,614.19	279,000.00	166,385.81	40.36%
Equipment purchases <$20,000	18,872.89	382,000.00	363,127.11	4.94%
Total Operational expenses	4,556,231.31	11,308,000.00	6,751,768.69	40.29%
Preventative Maintenence				
Payroll and benefits	388,658.32	915,000.00	526,341.68	42.48%
Professional services	3,697.74	12,000.00	8,302.26	30.81%
Parts and other operating costs	243,940.92	522,000.00	278,059.08	46.73%
Other maintenance costs	9,584.80	23,000.00	13,415.20	41.67%
Total Preventative Maintenence	645,881.78	1,472,000.00	826,118.22	43.88%
Facilities Maintenence				
Payroll and benefits	156,477.65	384,000.00	227,522.35	40.75%
Professional services	79,781.69	161,000.00	81,218.31	49.55%
Other maintenance costs	39,530.28	97,000.00	57,469.72	40.75%
Total facilities maintenance	275,789.62	642,000.00	366,210.38	42.96%
Capital Outlay				
Bus purchases	-	1,650,000.00	1,650,000.00	0.00%
Equipment purchases	-	155,000.00	155,000.00	0.00%
Real property	24,568.55	1,100,000.00	1,075,431.45	2.23%
Total Capital Outlay	24,568.55	2,905,000.00	2,880,431.45	0.85%
Total Expense	5,502,471.26	16,327,000.00	10,824,528.74	33.70%
Net Income (loss)	**1,262,514.30**	**(2,129,000.00)**	**3,391,514.30**	

Cache Valley Transit District

Budget Change Explanations: Second Quarter – Expenditures FY2026

Operations

Subscriptions and Memberships

2026 Budget	33,000.00
2nd Quarter Amount	23,704.32
Percentage used	71.83%

Explanation: There were three annual memberships that were paid in the first quarter and one more was paid in the second quarter. This is similar to prior years.

Software

2026 Budget	356,000.00
2nd Quarter Amount	88,464.15
Percentage used	24.85%

Explanation: There are two primary factors for this difference. First, we are still in the process of procuring the driver monitoring software. That expense is expected later in the year. Second, some of the software payments are scheduled for later in the year. Our initial analysis indicates that we will probably not spend this entire budget.

Fuel

2026 Budget	922,000.00
2nd Quarter Amount	463,835.37
Percentage used	50.31%

Explanation: The average price per gallon for the first quarter was $2.92 but the second quarter average was $4.20. We budgeted $3.20. The price has become very volatile. We continue to monitor this area. At this point, a budget amendment is not needed.

Tires

2026 Budget	166,000.00
2nd Quarter Amount	3,886.12
Percentage used	1.26%

Explanation: As in prior years, we plan to replace the tires in the 4th quarter in preparation for the winter driving season.

Training and Travel

2026 Budget	104,000.00
2nd Quarter Amount	27,118.22
Percentage used	26.08%

Explanation: Training is happening at a slower pace than anticipated. We expect that there will be an increase in training in the 3rd and 4th quarters. However, this line item may be underspent.

Equipment Purchases <$20,000

2026 Budget	382,000.00
2nd Quarter Amount	18,872.89
Percentage used	4.94%

Explanation: The majority of the budget in this category is to update the video recording equipment in the vehicles. The contract was awarded in the 2nd quarter and installation of the system was completed in July. We did not update the DVR system on the four buses that are scheduled to be replaced this year. The savings were approximately $50,000. The new buses will not arrive in time to have the camera system installed and use this budget. However, we have the opportunity to upgrade the technology connection equipment in all the buses this year, instead of next year, at a discount. This upgrade improves connectivity and operational efficiency.

Capital Outlay

Bus Purchases

2026 Budget	1,650,000.00
2nd Quarter Amount	0.00
Percentage used	0.00%

Explanation: The buses were ordered in April and are scheduled to be delivered before the end of the year.

Equipment Purchases

2026 Budget	155,000.00
2nd Quarter Amount	0.00
Percentage used	0.00%

Explanation: The two equipment items in this category were delivered in July. We were able to buy the items for approximately $22,000 less than the budget. In accordance with the budget, we purchased a truck (assigned to facility maintenance) and a small articulated loader.

Real Property

2026 Budget	1,100,000.00
2nd Quarter Amount	24,568.55
Percentage used	2.23%

Explanation: The design of the training course started late in the 2nd quarter. The window replacement project at the ITC had contractor issue and is delayed. The expectation is to get a new contractor and finish the project as soon as possible. The mow strip project is expected to be completed by October.

Budget Change Explanations: Second Quarter – Revenue FY2026

Sales Tax

Explanation: The current revenue trend indicates that sales tax will be higher than the prior year by over 3%.

Interest Income

Explanation: The interest rate that we are earning is over 3.5% and we budgeted 3.5%. Cash balances are also higher than estimated.

Federal and State Grants

Explanation: Revenues are consistent with expectations.

Other

Explanation: The other category captures a few miscellaneous items which include insurance reimbursements for accident costs.

Budget Timeline

- **August 26**
  - Budget priorities set by management
- **September 23**
  - Preliminary budget presented to Board
- **October 14***
  - Detailed budget discussion
- **October 28**
  - Budget discussion
  - Approval of benefit package
    - Quorum needed for a Board vote
- **November 18***
  - Adopt tentative budget
    - Quorum needed for a Board vote
- **December 9***
  - Adopt final budget
    - Quorum needed for a Board vote

***Note: these board meeting dates differ from the regular 4th Wednesday of the month**

APPENDIX B

CHIEF EXECUTIVE OFFICER (CEO) COMPENSATION POLICY

APPENDIX B: CHIEF EXECUTIVE OFFICER (CEO) COMPENSATION POLICY

To ensure executive pay remains fair and competitive, the board conducts a comprehensive market assessment every three years to align the CEO's overall compensation with current industry standards. In intermediate years, the CEO is eligible for an annual salary adjustment tied to the June Employment Cost Index (ECI) published by the Bureau of Labor Statistics. The ECI data and market findings are submitted to the compensation committee annually to ensure appropriate adjustments are integrated into the upcoming fiscal year's budget.

Other Salary Adjustment Factors:

A. **CEO Annual Monitoring Report**. The Cache Valley Transit District Board of Trustees establishes through policy the standards for the organization to achieve under the direction of the CEO. On an annual basis, the CEO presents how they have delivered on these objectives in the form of a monitoring report provided to the Board's Executive Committee by October 1st each year. This report is made available to any board member who desires to see it but is otherwise kept as a private document. Receipt of a salary adjustment may be contingent upon receiving an acceptable annual monitoring report.

B. **Annual Salary Adjustments:** Subject to a satisfactory annual performance assessment by the Executive Committee, the CEO shall be eligible for an annual compensation adjustment benchmarked against the June Employment Cost Index (ECI) for State and Local Government Workers, as published by the Bureau of Labor Statistics. By August 15th annually, the Human Resources Manager shall submit the official ECI metrics to the Executive Committee for review.

C. **Market Assessments**. The Board's Executive Committee will conduct a market assessment every three years to ensure the CEO's salary remains competitive and aligned with the market. This assessment will be completed by July 31st in the year the assessment is budgeted. The CEO, under the direction of the Executive Committee, will provide a list of companies that conduct salary market assessments and seek bids from the approved firms. The Executive Committee will select an entity from the list of approved bids to conduct the market assessment. Should the CEO's salary fall out of the market, the Executive Committee will report the results to the Board. The Executive Committee and Board will take the necessary measures to get the CEO's salary back in line with the Market. Used in tandem with the salary adjustments, the market assessment will assist the Board in making sure the CEO's salary remains competitive in the market.

D. **Salary Adjustment Process**. The Executive Committee will include in the draft budget, the recommended annual salary adjustment. This information will be presented to the Board during the budget review. The Board will then determine and approve the final salary adjustment adopted in the budget. The approved salary adjustment will go into effect at the start of the next fiscal year.

Chart 3. Twelve-month percent change, current dollar, private industry workers

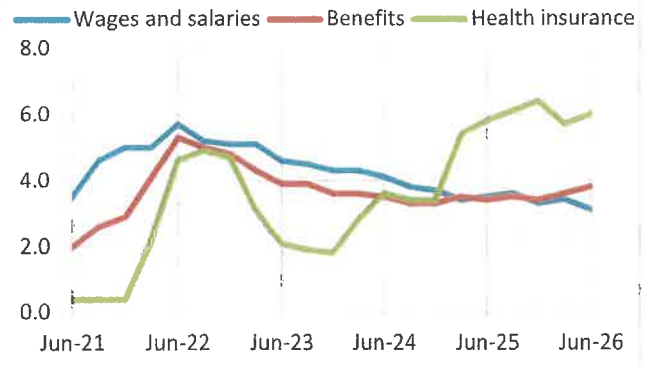
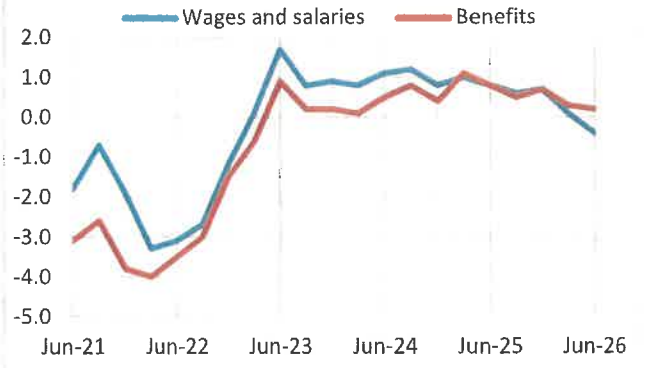


Chart 4. Twelve-month percent change, constant dollar, private industry workers



Compensation costs for state and local government workers increased 1.0 percent, seasonally adjusted, for the 3-month period ending in June 2026. Wages and salaries increased 0.9 percent and benefit costs increased 1.1 percent from March 2026. (See tables A, 1, 2, and 3.)

Compensation costs for state and local government workers increased 3.6 percent, not seasonally adjusted, for the 12-month period ending in June 2026. Wages and salaries increased 3.4 percent and benefit costs increased 4.0 percent over the year. Inflation-adjusted (constant dollar) wages and salaries decreased 0.1 percent over the year. (See chart 5 and tables A, 7, 11, and 12.)

Chart 5. Twelve-month percent change, not seasonally adjusted, state and local government workers

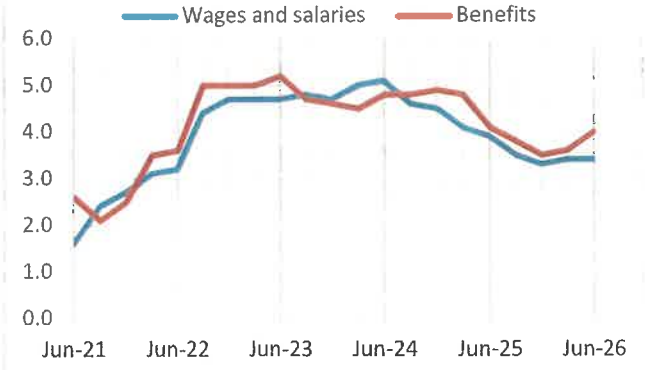


Table A. Major series of the Employment Cost Index

[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted, current dollar			12-month, not seasonally adjusted, constant dollar		
	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
Civilian workers[1]								
Compensation[2]	0.9	0.9	3.6	3.4	3.4	0.9	0.1	-0.1
Wages and salaries	0.8	0.9	3.6	3.4	3.2	0.9	0.1	-0.3
Benefits	1.2	1.0	3.5	3.6	3.8	0.9	0.3	0.3
Private industry								
Compensation[2]	0.9	0.9	3.5	3.4	3.3	0.8	0.1	-0.2
Wages and salaries	0.7	0.9	3.5	3.4	3.1	0.8	0.1	-0.4
Benefits	1.3	0.9	3.4	3.6	3.8	0.8	0.3	0.2
Health benefits	–	–	5.8	5.7	6.0	–	–	–
State and local government								
Compensation[2]	1.0	1.0	4.0	3.5	3.6	1.3	0.2	0.1
Wages and salaries	1.0	0.9	3.9	3.4	3.4	1.2	0.1	-0.1
Benefits	1.2	1.1	4.1	3.6	4.0	1.4	0.3	0.4

[1] Includes private industry and state and local government.

[2] Includes wages and salaries and benefits.

Note: All estimates in the table can be found in the public database at www.bls.gov/eci/data.htm. Dashes indicate data not available.

NEWS RELEASE
BUREAU OF LABOR STATISTICS
U. S. DEPARTMENT OF LABOR

Transmission of material in this release is embargoed until 8:30 a.m. (ET) Friday, July 31, 2026

USDL-26-1270

Technical information: (202) 691-6199 • ncsinfo@bls.gov • www.bls.gov/eci
Media contact: (202) 691-5902 • pressoffice@bls.gov

EMPLOYMENT COST INDEX – JUNE 2026

Compensation costs for civilian workers increased 0.9 percent, seasonally adjusted, for the 3-month period ending in June 2026, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 0.9 percent and benefit costs increased 1.0 percent from March 2026. (See chart 1 and tables A, 1, 2, and 3.)

Compensation costs for civilian workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in June 2026. Wages and salaries increased 3.2 percent and benefit costs increased 3.8 percent over the year. (See chart 2 and tables A, 4, 8, and 12.)

Chart 1. Three-month percent change, seasonally adjusted, civilian workers, total compensation

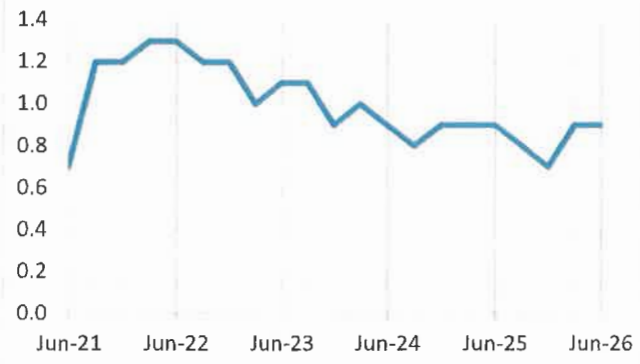
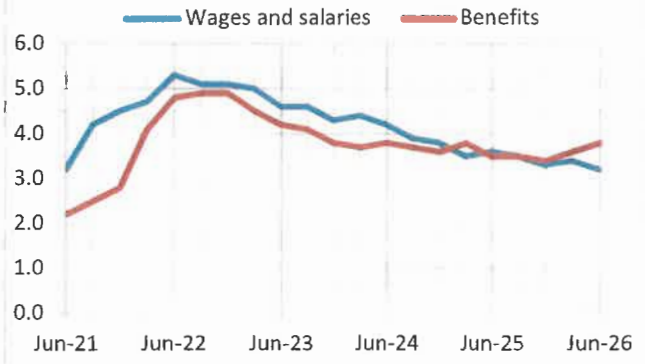


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Compensation costs for private industry workers increased 0.9 percent, seasonally adjusted, for the 3-month period ending in June 2026. Wages and salaries increased 0.9 percent and benefit costs increased 0.9 percent from March 2026. (See tables A, 1, 2, and 3.)

Compensation costs for private industry workers increased 3.3 percent, not seasonally adjusted, for the 12-month period ending in June 2026. Wages and salaries increased 3.1 percent and benefit costs increased 3.8 percent over the year. Inflation-adjusted (constant dollar) wages and salaries decreased 0.4 percent over the year. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Relative Importance Estimates

Beginning with the publication of Employment Cost Index (ECI) data for June 2026, relative importance estimates for select ECI series will be available in the public database with each ECI publication. Historical relative importance estimates will be available for March 2026; no further historical estimates will be provided. For more information, see www.bls.gov/opub/mlr/2026/article/relative-importance-eci.htm.

Connect Transit Transit Route Study

August Board Update

August 26, 2026

NELSON NYGAARD

Agenda

01 | Workshop Recap

02 | Identified Priorities

03 | Draft Framework

04 | Using the Framework

05 | Discussion

06 | Next Steps

July Board Workshop Recap

Balancing priorities in service planning

- Two groups created a new transit network
- Designed to test **competing priorities** with a **limited budget**

- Both networks were generally **balanced**
  - Network 1 had **more frequency** and less geographic coverage
  - Network 2 had all 30-minute routes with **more geographic coverage**

July Board Workshop Recap

Balancing priorities in service planning

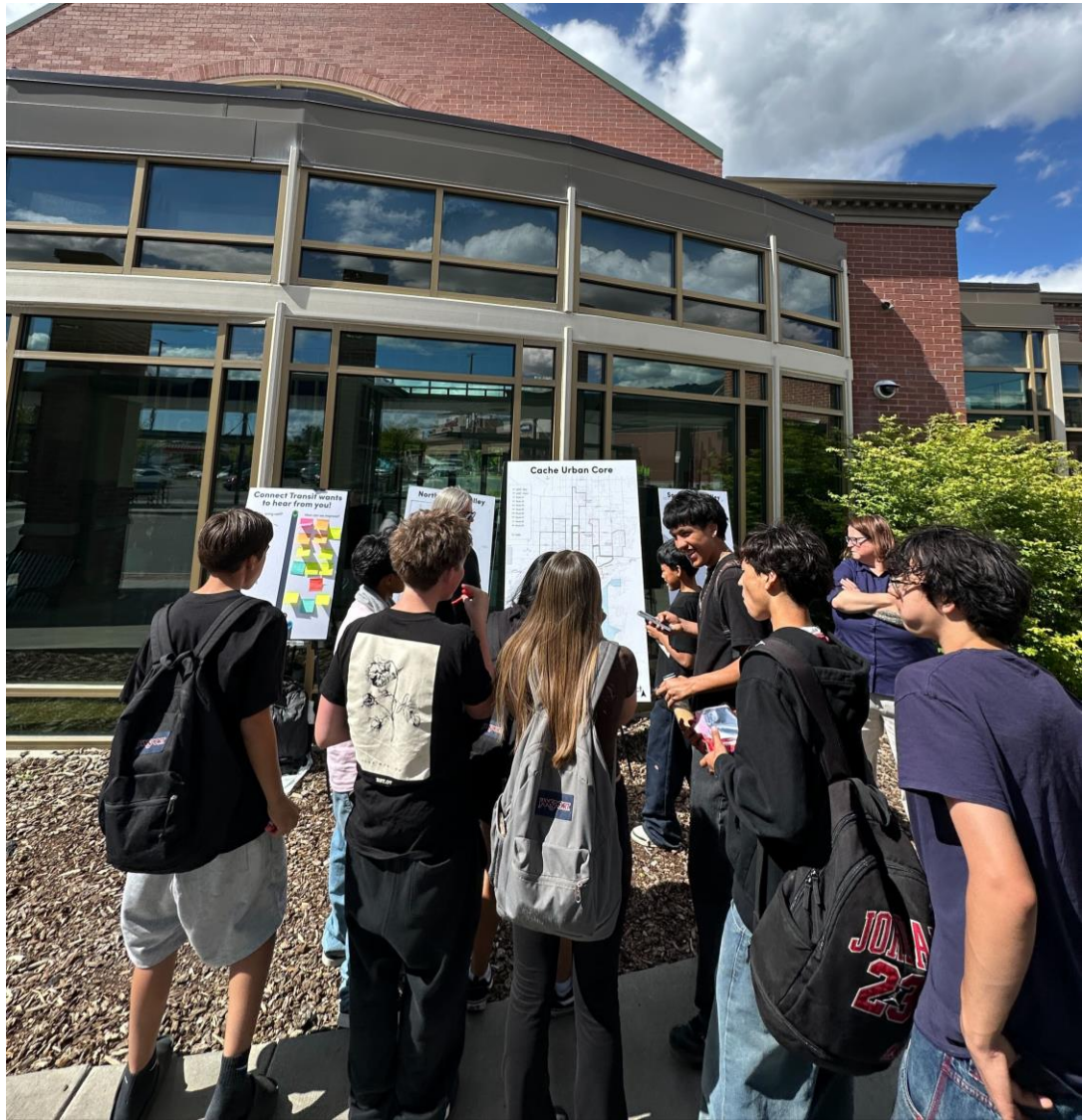
- Top priorities identified through this study:
  - Later Evening Service
  - More Weekend Service
  - Balancing Frequency and Coverage
  - Service to New Destinations
  - Exploring New Service Models
  - Attracting New Riders to the System

- Generally in alignment with feedback from riders and the community

Phase I Engagement Key Findings

Understanding Needs and Priorities

- Connect Transit is **serving the community well** and has built a lot of **support** from riders and non-riders
- **Later evening** service, **more weekend** service, and **more frequent** service are the most requested improvements
- There are opportunities to **improve efficiency and effectiveness** through:
  - Route realignments
  - Exploring alternative service models
  - Expanding POOL service
  - Extending to new destinations



Draft Prioritization Framework

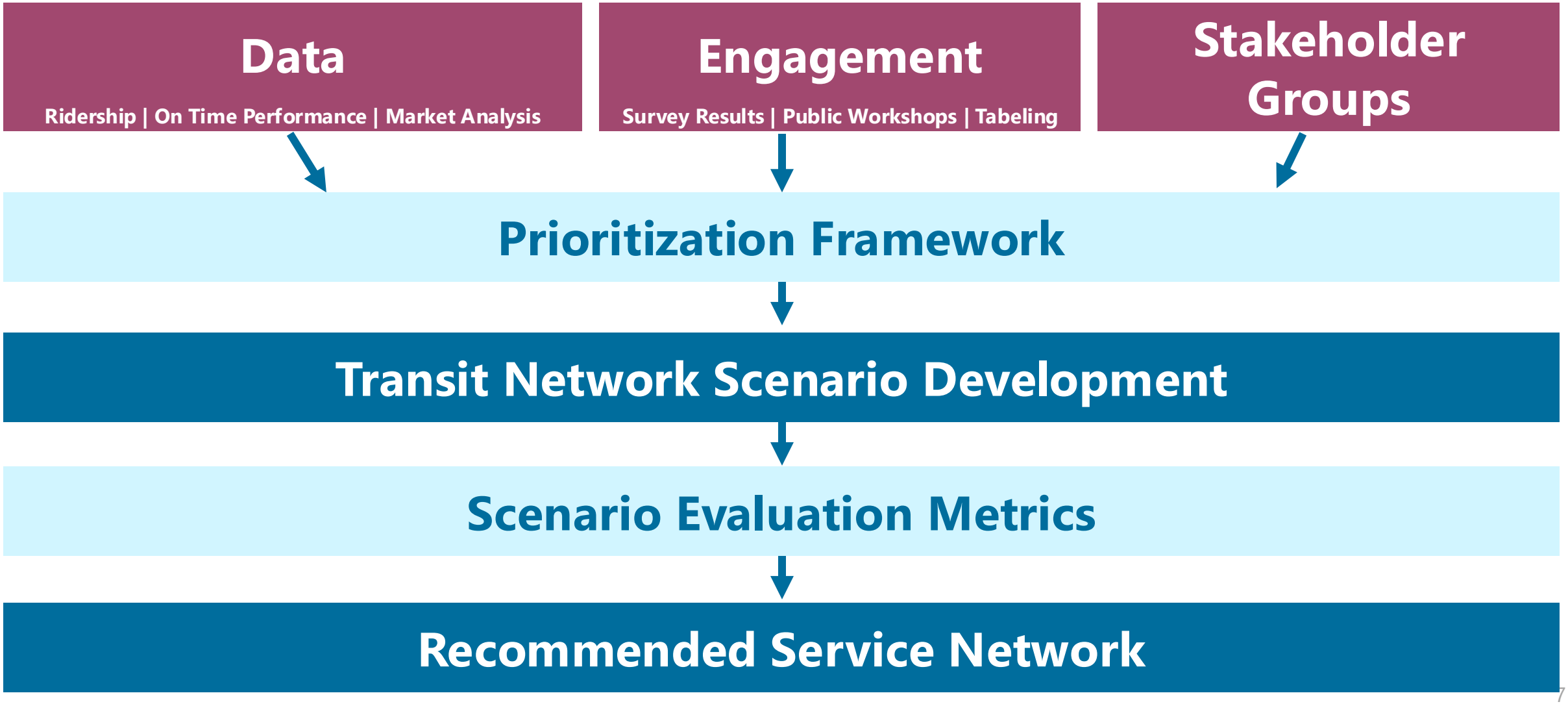
What are the priorities and how do we measure them?

Priority / Evaluation Criterion	Description	How to measure it across scenarios	Scenario 1	Scenario 2	Scenario 3
Service Frequency	Provide more frequent service, particularly where demand is highest	▪ Change in population and employment served by high frequency service (20 minutes or better)			
Service Span	Provide earlier, later, and/or more weekend service	▪ Change in hours of service and availability during early morning, evening, and weekends ▪ Change in population and employment with access to service after 8:00 pm / on Sundays			
Coverage / Access	Serve growing or currently underserved communities and destinations	▪ Change in population and jobs with access to service ▪ Access to new destinations previously identified through engagement			
Core Service Quality and Reliability	Improvements maintain or strengthen service on existing high-demand routes	▪ Change in ridership capacity and on-time performance on core routes			
Travel Time / Speed	Make trips faster and more direct	▪ Change in travel time, route runtime, and directness of service			
Transit-Dependent Access	Improve mobility for people who rely on transit	▪ Change in transit-dependent populations with access to service / high frequency service			
Operational and Financial Feasibility	Scenario can realistically be operated effectively	▪ Additional vehicles, operators, and operational complexity required ▪ Additional maintenance staff required, changes in vehicle miles operated			
Recreation / Choice Rider Opportunity	Expand transit's role beyond traditional commute trips	▪ Access to recreational destinations and potential to attract new riders			

Scenarios will be evaluated based on how well they achieve each priority

Using the Prioritization Framework

How will this information work together to create and evaluate recommendations?



Discussion

Priorities

- Are these the right priorities to guide this study?
- Which, if any, of these priorities are the most important from your perspective?

Metrics

- Are these the right metrics to evaluate service effectiveness?
- Should any other measurements be considered?

Overall

- Is anything missing that you'd like to see reflected in the prioritization framework?

Draft Prioritization Framework

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Next Steps

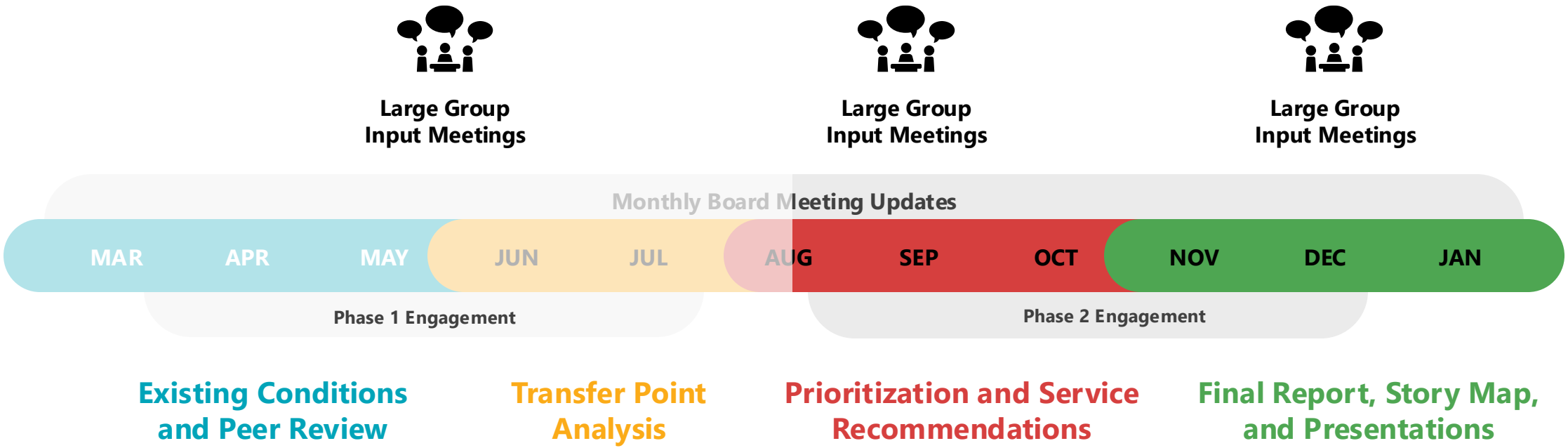
Develop Preliminary Service Scenarios

- Develop up to three Preliminary Service Scenarios
  - Designed to test different priorities and approaches to transit service
- Evaluate Preliminary Service Scenarios through Prioritization Framework
- Phase 2 Public Engagement
  - Online Survey, Public Meetings, Pop-Up Outreach
  - What are the most supported elements of each Preliminary Service Scenario?
- Combine strongest elements of Preliminary Service Scenarios into Preferred Alternative

Project Timeline

Important milestones

- **Planned completion in early 2027**
- **Preliminary recommendations in time for budget process in Fall 2026**



THANK YOU!

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