

MINUTES

Concord Kannapolis Area Transit Commission

April 25, 2024, 8:30 am

Rider Transit Center

MEMBERS:

Mayor Darrel Hinnant-City of Kannapolis
Dianne Berry- City of Kannapolis
Darrell Jackson- City of Kannapolis
Betty Stocks-City of Concord
John Sweat Jr.-City of Concord

OTHERS:

Andy Christy-Rider Transit
Tisha Christy-Cabarrus County
Phil Conrad- CRMPO
Craig Meeks-Rider Transit
Wilmer Melton-City of Kannapolis
Obdulio Oden-Transdev
Charles Ratliff-Cabarrus County
Joshua Smith-City of Concord
Paige Tamaro-City of Concord
Jaime Tippett Poe- Rider Transit
Matthew Veldt-Transdev
L.J. Weslowski- Rider Transit

Call to Order, Quorum, and Approval of Minutes

Mayor Hinnant called the meeting to order at 8:31 am, declared a quorum.

No individuals were present for public comment.

Mr. Weslowski introduced Tisha Christy and Charles Ratliff from Cabarrus County Transportation Service and Mr. Veldt from Transdev introduced himself.

Mayor Hinnant requested a motion to approve the minutes of the Concord Kannapolis Area Transit Commission meeting from 2/29/2024.

Mr. Jackson made a motion to approve; Mr. Sweat second. Minutes approved unanimously as presented.

Rider Bus Stop Amenity Project Update

Using a PowerPoint, Mr. Meeks presented and update.

- Phase 1 nearly 50% complete.
- Signage was placed at each location to notify users upgrades are coming soon.
- 9 of 19 stops are complete/will be completed this Friday.

Mr. Weslowski added that this project not only put shelters in place, it also connects sidewalks to improve a walkable path for passengers.

Mayor Hinnant asked when the first phase will be done.

Mr. Meeks stated that in about 2 months, the first phase will be completed.

Mr. Christy stated that ultimately there will be 51 stops completed, but phase 2 is in the Right of Way acquisition phase.

Mayor Hinnant asked how the Right of Way acquisition is going.

Mr. Christy stated that it has been moving slowly, but forward.

Mayor Hinnant asked about the typical concern from property owners.

Mr. Christy stated that most of the concern has been contacting the property owners, but there was a concern in the past week about having a structure available, may be inviting to the homeless population.

Mayor Hinnant asked for an updated map once phase one is completed.

Mr. Meeks stated that he could provide that.

FY 25 Rider Transit Budget Review

Using a PowerPoint, Mr. Weslowski presented.

- Rider Transit Center Updates: -\$500,000
- Fuel Reduction: -\$100,000
- CRMPO 5303 adjustment: -\$87,070
- Replacement of 4 Light Transit Vehicles with Ford Transit Vans: \$450,000 (80/20)
- Long Range Transit Master Plan Update: \$450,000 (estimate)
(\$98,977 CRMPO 5303)
(\$351,023 – FTA 5307 80/20 local)
- CAD/AVL Replacement: \$250,000 (80/20)
- Bus Stop Lighting (Shelters, Pole Lights): \$161,195 (80/20)
- ADA Transition Plan: \$150,000 (estimate) (80/20)
- City Staff Pay and Benefits increase \$123,321 (local)
- Fixed Route Operations cost increased \$108,891 (contract rate change)
- 5339 Bus & Bus Facilities Increase: \$113,742 (80/20)
- Rider Transit Center CCTV Replacement: \$27,281 (80/20 – Concord only)
- Cabarrus Reentry Program Workforce Development Support, full year cost: \$24,000 (local)
- Transit Operators and Operations Personnel Pay Increase

Mr. Weslowski stated that the 80/20 note means that there is 80% federal funding and 20% federal funding which is split 10% to City of Concord and 10% City of Kannapolis.

Mr. Ratliff expressed concerns with the wait time for replacement vehicles for over a year.

Mr. Conrad stated that the CRMPO will be coming to Rider Transit to request updated information, so an update or revision to the Long Range Plan is timely to show the anticipated connection throughout the region.

Mayor Hinnant stated that we do not know how the region is going to respond because of the concerns with the Red Line from CATS, so they may look towards Cabarrus County to move forward.

Mayor Hinnant also stated that the Federal Railroad Administration has developed a corridor plan through North Carolina and are awaiting NCDOT to decide which corridor has the investment. Harrisburg also has received information about a station that is going in.

Mr. Jackson asked if we are still paying for the CAD/AVL that will need to be replaced.

Mr. Weslowski stated that we are continuing to pay because the core of the product is working to show where the current vehicle fleet is and the speed of the vehicles, but not stop level data and reporting.

Mayor Hinnant stated that there may be money available for regional connectivity and trip planning.

Mr. Weslowski stated that we are in conversation with CATS to potentially partner for regional connectivity and trip planning software.

Mayor Hinnant stated that Gaston County and others are looking to do the same.

Ms. Berry asked if the standard replacement is 5 years.

Mr. Weslowski stated that it is based on how we scope the proposal.

Mr. Christy stated that the typical prescribed life of these type of systems by FTA is 5 years.

Mayor Hinnant asked about the hours that we may need lighting at bus stops including winter when we need lighting at our stops.

Mr. Weslowski stated that it is very useful for the November-January time frame, and not as useful in the summer and this is for approximately 80 units.

Mayor Hinnant asked to clarify the ADA transition plan and what the outcome is.

Mr. Weslowski stated that there will be a ranking of stops that are fully accessible to not accessible at all. They may not necessarily scope in the cost. This may turn into a bus stop improvement plan moving forward.

Mayor Hinnant asked about any connections with RCCC or UNCC to decrease the cost of this project.

Mr. Weslowski stated that we can ask our contractor to partner with the students if we are provided with a contact and will look into the opportunity to work with RCCC or UNCC students.

Ms. Stocks stated that she does like the idea of working with UNCC.

Mayor Hinnant states that he will reach out to a contact at RCCC to see if there are opportunities there.

Ms. Berry asked about the City Staff Pay and Benefits Increase and whether it was an across-the-board increase.

Mr. Smith stated that there was a study completed where approximately 80% of staff were impacted, with an increase in their salary.

Mr. Berry asked about the number of participants in the Re-entry program.

Mr. Weslowski stated that there are 6 at this time.

Ms. Tippet Poe stated that the current individuals are on an 8-week class cycle and then may have a short break prior to a new course.

Ms. Stocks asked if Cabarrus County assists in this program.

Mr. Weslowski stated that they do not at this time.

Transdev's Appeal for Wage Adjustment

Utilizing a PowerPoint Mr. Oden and Mr. Veldt presented.

Who We Are

- We care for our teams, clients, and passengers while committed to a process of continuous improvement.
- We share our experiences and vision of mobility with our stakeholders, employees, shareholders, clients, and create opportunities to contribute to a better society.
- We dare to meet challenges and step out of our comfort zone in order to always offer the best solutions and innovations in response to the issues of tomorrow.
- We are a team of people serving people, communities, and mobility is what we do.

Contract Overview

- Contract term: 10 years and ends on 6/30/2026.
- Service type is fixed route and paratransit.
- Maintenance obligation provided by Transdev.
- Transdev's rates include fixed and variable components.
- Union SMART GO – 879 Local 1596 CBA expires on 6/30/2024 (Drivers only).

Our Ask

- Your financial support towards wages, which will grow the local economy.
- This will be a direct passthrough to employees.
- Provide livable wages that compete within the current North Carolina market.
- Promote and assist with retention and recruitment.
- In addition, create a more engaged workforce.

Analysis and Cost Proposal Attached.

Mr. Oden thanked the Concord Kannapolis Transit Commission for their time and reiterated that the increase in cost is going directly to the employees, not to Transdev corporate.

Mr. Weslowski utilized a graphic to emphasize that this pay increase does not move operators to the top of the pay scale among peer systems.

Mr. Weslowski stated that management and admin staff have driven 14,102 hours in the last 255 days to be able to cover service. This is an average of 55.3 hours driving per day, 3.93 average # of admin staff driving per day, and 14.06 average hours per day drive driving per administrative staff member. Two supervisors (not regular operators) will already be driving before administrative staff go out to cover service for an additional 7,212 hours.

Ms. Berry asked about the drivers reporting salary concerns when they leave.

Mr. Oden stated that some drivers do report salary concerns, and some report too many hours or poor work life balance.

Ms. Berry asked why people are applying if they know the low salary.

Mr. Weslowski stated that is why we are having difficulty getting through training and retaining them, that they are likely not great employees and are not being recruited by other agencies.

Mr. Weslowski also stated that the operators are taking a lot of verbal abuse and are dealing with a lot of angry passengers or passengers with mental health concerns or homelessness.

Mr. Weslowski reported on the improvements at Cabarrus County Transportation Service with increased pay and their ability to improve morale and the environment now that administrative staff can focus on it.

Mr. Ratliff reinforced this and stated that he has much improved retention and more applications for each vacancy.

Mayor Hinnant asked if the Concord Kannapolis Transit Commission needs to approve the budget and asked that Kannapolis City Council along with Concord City Council approve the budget.

Mr. Jackson thanked staff and Transdev for all their work and the time put into the proposal and feels the wage increase is reasonable.

Mayor Hinnant stated that there is much more scrutiny from the community for the budget today and council members will appreciate the information.

Mr. Melton suggests that at the next meeting there will be a discussion with Kannapolis City Council Members and will report to Mr. Smith the response to proceed with Concord City Council for final approval.

Recommendation/Action: Review and consider approval of FY 25 Rider Transit budget to go forward to Kannapolis City Council for review and then to Concord City Council for final approval.

Mr. Jackson made a motion to approve the FY 25 Rider Transit budget to go forward to Kannapolis City Council for review and then to Concord City Council for final approval. Mr. Sweat second. Unanimous

Reports/Other Business

- Customer Service Satisfaction Survey Update-Round 2 of Surveys will be completed from 4/30-5/2/2024.
- Cabarrus Reentry Program Transportation Simulation 2.0 Update
- CTAA Hill Day Event
- 2024 NCPTA conference
- Transit Safety Institute TSSP Certification achieved by Ms. Tippet Poe
- Rider's 20th Anniversary-will have celebration in the near future.
- Other Business-Mr. Ratliff asked if there is an update on the Rider and CCTS consolidation. Mr. Weslowski stated that there is not. Mr. Smith asked if the Consolidation Study was completed by Benesch. Mr. Weslowski stated that it has been completed, but we have not had the opportunity to fully review it. Will plan to bring forward at June 27th meeting.
- Next Meetings – 6/27, 8/22, 10/24, 12/19 – all at 8:30am at the Rider Transit Center

Mayor Hinnant requested a motion to adjourn. Ms. Stocks made a motion; Mr. Sweat second. Unanimous. With no additional discussion or items on agenda; meeting adjourned at 10:00 am.

Transit FY25 Budget

WITHIN REVENUE AND EXPENSE BOXES, ONLY UPDATE BOXES HIGHLIGHTED IN YELLOW

Revenues

Federal Funding		Budget	Actual
Federal 5307			
Fed Operations	50/50	1,018,129	
Fed Capital Cost of Contracting	80/20	1,245,620	
Federal Capital	80/20	845,241	
Federal Planning	80/20	400,818	
Federal Planning 5303	80/10/10	94,782	
Federal 5310 Funding	85/15	-	
Federal 5310 Funding	80/20	-	
Federal 5339 Bus & Facility	80/20	239,522	
Subtotal Federal Funding		\$ 3,844,112	-
State Funding		Budget	Actual
Planning 5303	80/10/10	11,848	
SMAP	100	299,281	
Subtotal State Funding		311,129	-
Local Funding		Budget	Actual
Fare Box		264,209	
Concord - Vehicle Tax		435,000	
Kannapolis - Vehicle Tax		900,000	
Concord		1,960,444	
Kannapolis		721,823	
CATS for CCX Route		211,172	
Subtotal Local Funding		4,492,648	-
Total Revenue		8,647,889	

Expenses

Local Service Hours	35511	71.12	\$ 2,525,542.32
Regional Service Hours	5133	71.12	\$ 365,058.96
Operations		Budget	Actual
Operational Expense		1,315,597	
Marketing/Production	50/50	-	
CCX		221,381	
Service Contract (TransDev)		1,723,402	
Paratransit Service	65/35	612,136	
Fuel		1,231,017	
Subtotal Operations		5,103,533	-
Planning		Budget	Actual
5307		501,023	
5303	80/10/10	118,478	
Subtotal Planning		619,501	-
Capital		Budget	Actual
5307 - 1% Security		126,369	
5307 - 1% Bus Enhancements		30,618	
5307 - Paratransit Srvc - Maint		408,091	
5307 - Fixed Route Srvc - Maint		1,148,934	
5307 - 0.75% Safety		22,963	
5307 - Capital Imprv (Concord Only)	80/20	27,281	
5307 - Infrastructure Maintenance		450,000	
Replacement Vehicles - Capital		161,195	
Maintenance - Buildings		250,000	
CAD/AVL Replacement		-	
Equipment Capital		-	
Federal 5339 Bus & Facility		299,403	
Subtotal Capital		2,924,854	-
Total Expenditures		8,647,888	

Analysis

Mode	Year 9 July 2024 - June 2025						Year 10 July 2025 - June 2026				
	Estimated Annual Hours	Yr 9 Contractual Rates	Proposed			Estimated Annual Total	Contractual Increase from Year 9 to 10	Increase from		Proposed Yr 10 Rate	Estimated Annual Total
			Rate Adj.	Yr 9 Rate	Increase			Contractual Rate Change			
Paratransit	12,300	\$ 83.21	\$ 9.76	\$ 92.97	\$ 120,096	\$ 1,143,579	\$ 1.88	\$ 23,124.00	\$ 94.85	\$ 1,166,703	
Fixed Route	40,644	\$ 69.83	\$ 11.34	\$ 81.17	\$ 460,921	\$ 3,299,091	\$ 1.29	\$ 52,430.76	\$ 82.46	\$ 3,351,522	
					\$ 581,017	\$ 4,442,671		\$ 75,554.76		\$ 4,518,225	

Proposal

Actual Annual Cost @								
	Current Rate	Rate Increase	Net Increase		\$			
Additional Non Driver	\$ 1,233,038.96	\$ 1,400,112.68	\$ 167,073.72	14%				
Additional Driver Cost	\$ 1,248,912.46	\$ 1,662,855.76	\$ 413,943.30	33%				
Total additional Annual Cost	\$ 2,481,951.42	\$ 3,062,968.44	\$ 581,017.02	23%				
Actual Monthly Cost @						Year 9 July 2024 - June 2025		
	Current Rate	Rate Increase	Net Increase			Para	83.21	CBA Year 1
Additional Non Driver	\$ 102,753.25	\$ 116,676.06	\$ 13,922.81	14%		Fixed	69.83	
Additional Driver Cost	\$ 104,076.04	\$ 138,571.31	\$ 34,495.28	33%				
Total Additional Monthly Cost	\$ 206,829.28	\$ 255,247.37	\$ 48,418.09	23%		Year 10 July 2025 - June 2026		
						Para	85.09	CBA Year 2
						Fixed	71.12	

*All non driver wage increases are based on Transdev wage analysis and GM's interview process based on market competition.

*All driver wages are based on exit interviews, market competition within the transit industry, and outside industry wage competition.

*This is contingent on the Union's approval.