

SPOKANE TRANSIT AUTHORITY
AMENDMENT TO
RFP 2026-11180 – DEMAND RESPONSE TRANSIT SOFTWARE

AMENDMENT NO. 2

Amendment 2 consists of this cover page and four (4) attachments:

- Responses to Questions and Requests for Approved Equals, Clarifications, or Changes
- Bid Example
- Time Export Sample
- Tyler Pay Codes

This Amendment is hereby made a part of the RFP document to the same extent as though it were originally included therein. All Proposers shall acknowledge receipt and understanding of this addendum by completing the information required on Attachment A, Proposal Response Form, and returning the signed page with their proposal on or before the proposal due date.

Jennifer Anderson
Procurement Coordinator

Attachment 1 - Responses to Questions and Requests for Approved Equals, Clarifications, or Changes

Question #	Document Section	Page Number	Question	STA Response
1	NA	NA	Of the listed requirements, which are considered critical for initial go-live vs acceptable for phased delivery?	All items related to MOD are required for the September launch. Any items not broken out for MOD vs Paratransit are considered necessary for MOD service also.
2	NA	NA	Given the stated goal of launching Mobility on Demand in September, does STA expect a phased implementation approach with MOD prioritized ahead of full paratransit functionality?	Yes
3	NA	NA	What system is currently in place, and what are the primary operational challenges STA is aiming to solve with this procurement?	STA desires to increase the software capabilities for the Paratransit Department and bring on new capabilities for the MOD pilots. We are currently utilizing the Trapeze Pass suite of products for Paratransit.
4	NA	NA	Can STA provide documentation on required integrations (fare systems, payroll, AVL, etc.), and confirm whether APIs are available for each?	For fare systems, vendor should contact INIT who has APIs. Integration for fares is only necessary for Paratransit, not MOD. We expect AVL to be inherent in your MOD/Para solution. You should output a file for our payroll system in the format that is in the attached sample files (see Attachments 3 and 4 to this Amendment).
5	NA	NA	Data Migration: Can STA share details on current data structures and any known data quality issues related to customer records and trip history?	It is expected that your solution will have GIS/mapping capabilities inherent in it. Some of our issues are related to old maps. These are minor issues and are rare. We anticipate a cleansing of our customer records as we have some old information in random fields.
6	NA	NA	Is AI-assisted functionality (such as booking support) intended for initial launch, or considered a preferred enhancement for later phases?	AI-assisted booking capabilities is a preferred Paratransit-related feature that is not required at startup for MOD

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7	NA	NA	Are there existing report formats or data schemas vendors are expected to replicate, and is Microsoft Fabric already configured for data integration?	<p>Data Access & Integration Requirement: The vendor must provide customer-initiated (pull-based) access to application data to support ingestion into our Azure data platform. Supported methods must include at least one of the following:</p> <ul style="list-style-type: none"> API Access; RESTful API supporting bulk and incremental data extraction; Ability to query data using filters or timestamps for incremental loads; Replicated Database Access; Read-only access to a replicated copy of the application database suitable for analytics workloads. <p><u>Additional Requirements:</u> Data access must be read-only and not impact production performance. Data must be accessible for scheduled extraction by the customer (no push-only models). Vendor must provide sufficient documentation (API specs or database schema)</p> <p><u>Specific requests:</u> We need to print a drivers manifest for the day as a backup to online systems. Data should be available to support NTD reporting. Additionally, detail data supporting the generation of on-time performance, ridership, staffing, equipment, safety, fares, trips, mileage, rev/non-rev mile. A 'Triplength' report to determine comparable fixed route options. ABBG metrics.</p>
8	NA	NA	Beyond the MOD target, are there defined milestones or expectations for full paratransit system transition?	The target milestone for Paratransit capabilities in Q1 of 2027.
9	NA	NA	Are the outlined SLA requirements fixed, or subject to negotiation during contract finalization?	The target SLA metrics outlined in the scope of work are STA's highly desired requirements; however, STA will ,at a minimum, entertain a conversation around adjustments to these metrics should a proposer have information/data to substantiate the need for adjustment
10	NA	NA	Has STA established an internal budget range or cost expectations for this procurement that vendors should consider when structuring proposals?	While STA has developed an internal budget for these services, Proposers should include pricing that best reflects what is necessary to meet the requirements of the RFP.
11	NA	NA	Should pricing reflect a fully comprehensive solution at initial launch, or is STA open to aligning costs with a phased rollout approach?	STA is open to aligning costs with a phased rollout approach.
12	NA	NA	Can you please share a timeline for when STA would like to have the Workforce Management solution launched?	September 2026

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13	NA	NA	For required integrations such as fare systems (e.g., INIT), should vendors assume full responsibility for implementation within the base proposal, or does STA anticipate these being scoped collaboratively as separate or phased efforts depending on complexity?	The vendor should assume full responsibility for implementation of integrations. We can assist with scenarios and testing.
14	NA	NA	Please provide an overview of the fare payment system that you're using right now.	We use electronic fares from INIT Innovations in Transportation, Inc., and it is currently integrated into our Paratransit system. The card number is in the para core system currently. We expect you will have a card number field in your solution (for Para) that will integrate INIT and pass the trip fare to INIT two hours prior to the trip.
15	NA	NA	Do you have internal resources that you're looking to project manage the ideal implementation model and are you looking to outsource to resources to provide some organizational capacity?	We are looking to outsource as much as possible.
16	NA	NA	Is it your goal to replace the incumbent Paratransit? What are you wanting to accomplish that you're not getting today?	We've been using our current system for many years and would like an overall upgrade. We would like to have the ability for our customers to apply for Paratransit eligibility online and to be able to manage conditional eligibility through the booking process. Additionally, version change management improvements to functionality. We're on a legacy technology and we're looking for some platform that is more modern and more agile and able to change quicker.
17	NA	NA	Do you have standard operating procedures for what you anticipate you'll need when this new solution is implemented?	For Paratransit, we do have SOPs for current operations and how the current software works. For MOD, because it's a pilot program we're starting, there are some SOPs we draw from the Paratransit department on demand response but there will be refinement of those once the service goes live.

Question #	Document Section	Page Number	Question	STA Response
18	NA	NA	Can you explain a little bit more in detail what mobility on demand means and how the program works?	Essentially, these are designated zones within our public transportation benefit area that in some cases either overlap or connect to our fixed route service, where vehicles would provide what we would call curb to curb or curb to fixed route service connection. Ex: A rider would be standing in an area that doesn't otherwise have access to fixed route service, and they would use this software to generate a demand signal for a ride. A customer could get service through MOD in the zone they're in, into the fixed route network, and then finish the service through another MOD zone. Unlike Lyft or Uber, it's not one vehicle to one rider. It's still public transit, so it's a shared ride system. The vehicle could show up and there could be three other passengers in it. The customer could get in and the software is meant to be able to algorithmically understand and route that driver to pick up passengers and connect them to the fixed route system in the most efficient way.
19	NA	NA	Would STA be open to also having a full multimodal fixed route and microtransit Paratransit in one software?	There will be a decision at the end of the pilots on how we continue MOD, so currently, we're not at a place that we could say we want to bring everything into one software platform. If your workforce management is strong, we might consider it for Fixed Route also, but at a later date.
20	NA	NA	Regarding Paratransit, is STA looking to lessen the workload administratively on your side when it comes to eligibility, as an example, with input and dealing with the brokers?	That's a significant part of it, but also making it more accessible for the customer. Currently, it's all a paper process and customers have to print the application, fill it out by hand, and mail it in.
21	NA	NA	Are there other agencies that you've talked to that have been successful or unsuccessful with a similar type of solution, and if you'd like to emulate or not emulate those implementations?	Yes, we have talked to transit agencies both across the state and out-of-state with similar implementation challenges. We have found they had great successes, along with various software providers they've partnered with to be able to provide this service.

Attachment 1 - Responses to Questions and Requests for Approved Equals, Clarifications, or Changes

Question #	Document Section	Page Number	Question	STA Response
22	3.1.1	NA	Is the expectation that vendors must be registered and/or have a license in the state of Washington at or before the time of submission? As a business located outside the State of Washington/Country, we must be listed on a Certificate of Insurance for a Worker's Compensation Account. If awarded the contract, we would then provide evidence of a City of Spokane business license prior to contract execution. We would appreciate confirmation that this is the correct interpretation for a non-Washington-based firm and if there are any additional requirements we should be aware of at this stage. Additionally, if an out-of-state vendor does not meet these requirements, they must meet the 'Out of state businesses reporting thresholds and nexus' to qualify for this opportunity?	If the business is a Washington-based business, they must meet the registration requirements listed in Section 3.1.1 (A, B & C) of the RFP at the time of proposal submittal. STA directs proposers to Section 3.1.3 of the RFP to determine their unique registration requirements. If a business is not a Washington-based business but maintains a physical presence in Washington or sells goods/services to Washington customers in amounts that trigger economic nexus (more than \$100,000 in combined gross receipts sourced or attributed to Washington), they are required to obtain a business license from the Washington Department of Revenue to report applicable tax. Additionally, if the business is not Washington-based and their business activities constitute "doing business" in the state of Washington (see RCW 23.95.520) they are required to register with the Washington Secretary of State. Because STA does not know the full scope of each proposer's business activities or gross-receipts, this should not be construed as legal advice around each proposer's specific state-mandated registration requirements. Please review the resources provided in Section 3.1.3 of the RFP and consult your legal counsel when determining proper registration requirements.
23	SOW	NA	You released Amendment 1, which contains scope of work as Section 2 - is it different from the scope of work already provided in the RFP?	Yes, minor changes throughout with no functional impact to the scope, but Section 9 in the scope of work is fundamentally different than what was published originally in the RFP.
24	NA	NA	What is the total number of vehicles for the Paratransit program currently?	The current number is 129, but plan to reduce next year by approximately 15 or 20.
25	NA	NA	Do you know how many vehicles would be required for the pilot program for the MOD?	We're estimating between 9 and 12 vehicles when all five geographic pilots are running at the same time.
26	NA	NA	How is STA going to be evaluating what a successful implementation looks like in the first 6 to 12 months post-launch?	For Paratransit in the first 6 to 12 months, success would be measured by a smooth transition, transferring our current database of riders and systems into the new system and having a seamless transfer from one very long-term legacy software package to another.
27	NA	NA	After award, if costs start to get close to budget or exceed internal expectations, how do you plan to prioritize between the scope timeline and features that are in this app - what would be your highest priority?	MOD is very important for us, but Paratransit is not a pilot program. A significant portion of the demand response software is to upgrade the Paratransit services. That is the focus and why we have broken it apart. We need to see what the cost proposals come back with and then we can make some determinations about prioritization.

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28	NA	NA	Do you have the APIs available for us to take a look at? Who's responsible for the integration, and if there are broken elements that don't meet your business requirements, who's responsible for fixing those?	INIT Innovations in Transportation, Inc. has APIs for electronic fares. You should execute an NDA with them. The integration is required for the Paratransit part of this business, not the MOD part of this business. Any broken elements will be your responsibility as we know their APIs work.
29	NA	NA	Do you have a system of record that we interface with for that PII data, or is it a standalone account that sits in your Paratransit solution under eligibility, and then you have a different account for your payment solution, or do you have a CRM specifically for your for your writers?	Your solution would be the system of account for the Paratransit records for the rider records. It is likely your eligibility system could have some HIPPA categorized data within it. We expect it to be secured appropriately. Fares (card numbers) are handled in the fare system. It is necessary to store the secured card number in the paratransit system for use when the rider rides.
30	NA	NA	Are you interested in eventually co-mingling where you've got Paratransit riders riding with MOD riders if they're in the same service area, or do you want to keep these completely separate services?	Right now, because Mobility on Demand, for the life of Mobility on Demand as it exists, they are all pilot services, pilot zones. We have not expressed an interest to co-mingle them at this time.
31	Att A, Item 4	NA	Regarding Attachment A, item 4. Public Records Act - Would STA consider accepting an accompanying version of the proposal that clearly identifies confidential or proprietary content through highlighting or redaction for the purposes of Public Records Act compliance?	STA will not accept two versions of a proposal or a proposal that has been redacted. In compliance with the Public Records Act (PRA) both versions of a proposal would be subject to disclosure if requested under the PRA. If a proposal is part of a Public Records Request, STA reviews the records, makes the redactions to the record that are exempt from disclosure under the PRA, and provides a copy of the record with redactions to the third-party (in this case you/the Proposer) with a notice that STA is preparing to release the record unless we receive a court order prohibiting STA from releasing the record.
32	SOW	NA	Please provide details on the connect card referenced in the requirements.	Connect Card is the product name of our electronic fare payment card hosted by INIT. Here is a link to our customer facing details on the product. https://www.spokanetransit.com/connect/
33	SOW	NA	Please provide further clarity on the fare media validation, if there is an expectation of barcode validation using the vendor's driver app or using the faring systems app or on-board validator.	For MOD it is possible that the first leg of the ride occurred on a fixed route bus, paid cash at the farebox, and they would have a paper ticket with a QR code that would be validated using the STA provided device with INIT software to validate the ride. For Paratransit you'll need to integrate to INIT for charging the card in conjunction with the ride.
34	SOW	NA	Can you provide a detailed description of your current fare collection system, including the components and services provided by INIT, and specify which transit services the system is currently deployed on?	INIT is the electronic fare system and provides all electronic components related with it. As a closed-loop system, we utilize it on fixed route and paratransit modes. It will be the only method of payment for MOD. Here is the customer site. https://www.spokanetransit.com/connect/ .

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35	SOW	NA	The Tally button on the "validator app" sounds like a counting tool for fixed route services, given the nature of demand response (para and micro) always knowing who is being picked up, where, and when, the need to tally riders is redundant and duplicative, is this functionality respondents need to include?	The validator app will be provided by INIT on a STA provided device. The tally is necessary to account for rides that have no card. At this time that is only our 'youth ride free' product. We anticipate that your software will have a ride/trip/serial number that the driver will put into the fare device with the tally to associate the rides.
36	SOW, Sect 9	NA	Can STA provide further details around Telephony? Is Telephony an overall IVR system and we simply can provide a number for them to forward calls to, or are they currently set up as your SMS and IVR notifications solution?	The current Interactive Voice Response unit notifies riders for trips a day in advance, no-shows, imminent arrivals, eligibility expiration, mass notification in emergency situations. We would like to do SMS and email too. See question 48 regarding other telephony ideas.
37	SOW, Sect 22-23	NA	What solution are you currently using for assignment, rostering, and bidding?	Trapeze OPs
38	SOW, Sect 22-23	NA	Can you provide an example of a "run" or "roster" that a driver/operator would bid on today?	Please see Attachment 2 to this Amendment.
39	SOW, Sect 22-23	NA	Please confirm roster/cafeteria style bidding is simply seniority based bidding tools via an online interface? Does STA currently do bidding on pen and paper or online through a portal?	Route bidding is done with pen and paper. Vacation bidding is done through a portal.
40	SOW, Sect 22-23	NA	Can you further elaborate on what out-of-cycle adjustments are?	Out of cycle adjustments are for special bids that come up when an extraordinary event occurs. For example an unusual number of vacancies for positions all at one time or an event like COVID when standard markups did not apply
41	SOW, Sect 22-23	NA	Can you further elaborate on what "spread pay" is and how it is currently applied at STA?	Spread pay is not used, please disregard.
42	SOW, Sect 22-23	NA	Do you currently have a clock-in and clock-out system that works on workstations, mobile phones, tablets, and in-vehicle tablets? If yes, which system is it? If not, please clarify what is in place today.	We use Trapeze sign-in terminal in Trapeze Ops. This works on workstations only.
43	SOW, Sect 22-23	NA	Can you clarify which payroll system you use today and the details that need to be exported to that system, including a file example if applicable.	Tyler Munis for Pay using data from Trapeze Ops. Timekeeping rules/calculations are in Trapeze Ops.

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44	NA	NA	In light of the fast-approaching submission deadline, could you please provide the expected timeline for receiving formal responses to the pre-proposal call questions and these initial vendor questions?	Middle of the week of April 13, 2026.
45			Can STA provide any ridership forecast for the next 6-12 months for the Paratransit and MOD programs? If not, are there any previous ridership numbers available that STA can share?	Paratransit has projected ridership levels to reach 421,489 in 2026, a 4.6% increase over 2025.
46	SOW, Sect 9.1	NA	The scope references validation of closed-loop smart cards and barcodes, with open payment support anticipated in a future phase. To ensure our proposal accounts for the full solution, could STA clarify the current hardware configuration on board the vehicles? Specifically, we want to understand whether readers for contactless smart card and barcode validation are already present on the vehicles, or whether the vendor is expected to provide that hardware as part of this engagement.	We do not currently have readers of any kind onboard Paratransit vehicles. Our current paratransit system is interfaced to INIT and fares are charged two hours before a trip. For MOD, STA will provide mobile devices for fare validation. Those will not be interfaced to your system. We anticipate your solution will provide the driver a ride/serial number for them to key into the mobile validator.
47	SOW, Sect 9.5	NA	This section references up to 8 configurable tally buttons, each of which sends an irreversible event to the fare collection system. To ensure we scope this correctly, could STA provide examples of the event types these buttons are intended to capture? Additionally, are the button labels and behaviors fully defined by INIT at the time of configuration, or is there an expectation that the vendor will provide a UI for managing button definitions?	We only have one use case at present: In MOD, if the rider is subject to our 'youth ride free' program, they do not have a Connect Card. The driver would enter a ride/serial number (obtained from your solution) into the STA provided mobile fare validator and then hit the Tally button and select 'youth ride free.' The mobile validator software from INIT is fully configured by them.

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Question #	Document Section	Page Number	Question	STA Response
48	SOW, Sect 10	NA	Section 10 states, "The system shall integrate with STA's current phone system and support integration with future telephony systems." Could STA help us understand the intended scope of the telephony integration? Specifically, is the primary requirement that the system be able to escalate interactions to a live agent by routing to an existing phone number, or are there additional integration requirements with STA's phone system?	Ideally we would be able to use our Cisco UCCX call center system reading caller-id to screen pop to your system in reservations that would bring up a rider profile screen. We also have need for an interactive voice response unit. See question 36.
49	SOW, Sect 17	NA	System Integration: could STA clarify the nature of the data being exchanged, including the direction, frequency, and format expected for each: third-party databases, the forthcoming EAM system, and E-lerts? Additionally, regarding AVL, is there a requirement to integrate with an existing AVL system, or would the tablet hardware's onboard GPS be sufficient to satisfy vehicle location requirements?	For AVL- we expect that your solution would provide AVL capabilities. We expect that your mobile rider app have a link to our upcoming E-lerts functionality. Here is a link to their company website: https://elerts.com/ . We desire your solution to have the ability for a paratransit driver to report a vehicle issue (open a ticket) in the enterprise asset management system. It should have an API. (We are still in acquisition of the EAM.)
50	SOW, Sect 22	NA	Given that the implementation is sequenced to begin with microtransit before expanding to paratransit, could you help us understand how STA envisions the long-term role of Trapeze Ops in workforce scheduling and rostering? Specifically, is the intent for this new platform to eventually replace Trapeze Ops for fixed route driver scheduling and bidding as well, or will Trapeze Ops remain the system of record for those operations? If drivers work across both service types, maintaining two separate systems for rostering and bid management could introduce meaningful administrative complexity. Understanding whether STA's preference is to fully consolidate fixed route and demand services into this new platform, or to retain Trapeze Ops as the system of record and integrate where appropriate, will help us propose the right approach.	It is our desire for your Workforce management functionality to replace Trapeze Ops for Paratransit at go-live for that system. We will evaluate your capabilities to determine if/when/how to utilize it for Fixed Route. Drivers do not work across modes.

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51	SOW, Sect 23	NA	<p>Could you help us understand STA's intended approach for timekeeping and pay rule management relative to Trapeze Ops? Given the direct payroll implications of this module and the phased rollout starting with microtransit, could you help us understand how STA is thinking about the transition more broadly? During the microtransit phase, will Trapeze Ops remain in place for both fixed route and paratransit timekeeping and CBA compliance? And when paratransit comes online in a later phase, is the expectation that it moves onto the new platform, leaving a fixed route as the remaining operation in Trapeze Ops? If drivers work across service types, running CBA pay rules, overtime calculations, and leave balances across two separate systems introduces compliance risk. Understanding whether STA's preference is to fully consolidate fixed route and demand services into this new platform, or to retain Trapeze Ops as the system of record for workforce management and integrate where appropriate, will help us propose the right solution.</p>	<p>Your workforce management solution should be live for use at MOD go-live for use by the contracted provider of transportation. Setup of the rules in it for Paratransit will be in conjunction with the overall system configuration for Paratransit and go-live will be simultaneous, replacing Trapeze Ops for paratransit. We do not have a plan at this time for replacements of Trapeze Ops for Fixed Route, however we will be evaluating your module capabilities with that in mind. Drivers do not cross modes.</p>
52	NA	NA	<p>Does STA require the hardware (MDTs)/tablets for this program? If STA already has tablets/hardware, can STA provide details of which tablets/hardware are being used?</p>	<p>We will supply the tablets for this program. It is likely to be a Samsung Android tablet.</p>
53	NA	NA	<p>Does STA currently use TNCs in any capacity, such as overflow of rides? If not, will STA consider using TNCs in the future?</p>	<p>We do not currently use TNCs and currently have no future plans to use TNCs</p>

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Question #	Document Section	Page Number	Question	STA Response
54	SOW, Sect 3.1	NA	<p>In reference to Section 3.1 Paratransit Scheduling, which states that STA prefers AI-assisted booking capabilities to support customers when call center lines are busy, can STA please provide the following information to support solution design and capacity planning:</p> <ul style="list-style-type: none"> a. Total number of calls received weekly b. Total number of calls answered weekly c. Total number of calls abandoned weekly d. Average queue time for incoming calls e. Average talk time per call f. Number of calls received for “Where’s My Ride?” inquiries g. Average queue time for “Where’s My Ride?” calls h. Average talk time for “Where’s My Ride?” calls i. Assumed percentage of calls that could be handled by an AI agent (reservations and cancellations) j. Call center employee hourly rate k. Total number of call center employees l. Number of employees on shift at any given time m. Number of paid hours per employee per day n. Average number of calls handled per hour per employee 	<p>Here are 2025 annual totals:</p> <ul style="list-style-type: none"> Total calls - 235,709 Total calls answered - 228,121 Abandoned calls - 7,294 Average queue time 21 seconds Average talk time - 2 minutes 32 seconds No data for "Where's my ride? " calls No assumptions for % of calls that could be handled by an AI agent Call Center employee rate as of 8-31-2025 top step = \$32.00/hour Total call center employees - 9 Number of employees on shift at any given time (max) -7 The call center is open 365 days a year from 8am to 5pm, I do not have data on average number of calls handled per hour per employee
55	Att B	NA	<p>Pricing:</p> <ul style="list-style-type: none"> a. How is the price evaluated and scored? Total lump sum? Base year only, or inclusive of option years? b. Does the price proposal need to be in a separate document/envelope from the technical proposal? c. What criteria should be considered for accurate pricing for this program (specific number of vehicles, number of users, max trips per day, etc.)? d. Can the bidder attach a separate pricing sheet (showing the breakdown of itemized costs) along with the one provided in the RFP? 	<p>Attachment B, Price Proposal Form, is a required form. Enter the total cost for each of the five (5) years into the provided fields, not including sales tax. There are places for 'other costs' and 'optional tasks.'</p>

Question #	Document Section	Page Number	Question	STA Response
56	SOW	NA	<p>Eligibility Management:</p> <p>a. How many Paratransit users are currently eligible to use the service? How many total user records (including eligible, non-eligible, or expired) are stored in the current system?</p> <p>b. How many new applications, and recertifications are received (monthly)?</p> <p>c. On average, how many forms are passengers required to complete per application?</p> <p>d. On average, how many letters/communications does the Eligibility team send to passengers per application?</p> <p>e. How many warning letters are being sent (monthly)?</p> <p>f. How many actual suspensions occur (monthly)?</p>	<p>a. There are 7,697 eligible users; 24,536 total users in the database.</p> <p>b. On average, 147 new applications and 91 recertifications per month.</p> <p>c. One 6-page form for new applications (with medical verification); One 4-page form for most recertifications (full form if needed).</p> <p>d. New applications: We send an initial 6-page application to the mailing address. Once returned, it is processed and one letter of determination is sent. This includes a user handbook and instructions for approved riders. Recertifications: We send an expiration notice with the 4-page recertification form 90 days before service expires. Upon determination, one letter of determination is sent. If necessary, the full 6-page application is sent that includes the medical verification portion.</p> <p>e. An average of 75 warning letters per month: Impede, Fare, No Show, Hygiene, Grocery limit, and Eating/Drinking on Van, Code of Conduct Violations.</p> <p>f. Approximately 5-15 suspensions per month.</p>
57	4.3.1	NA	<p>Regarding the Financial Capacity, is the expectation that vendors must produce one of the preferred documents listed in 1-5 to be considered qualified for this opportunity?</p>	<p>Upon request, should STA deem it necessary, the Proposer shall provide evidence demonstrating that it has the necessary financial resources to satisfactorily complete the Work required under this RFP. Nothing is required to be submitted with the initial proposal.</p>

Attachment 2 - Bid Example

We really have 2 bids per work group. We have run or work bid and vacation bids. This is an example of the drives run bid. Run are created in Pass with run numbers, Start time, End times , breaks and lunches. We create a bid in OPS and import the runs from Pass. Then through OPS, the drivers mark up for the run number.

Vacation bids are based on how many people are allowed off. Then we go by seniority to markup days though OPS. We do the same thing for reservations, Dispatch and Next day Driver Mark up.

Daily Activity - Date: 04-14-2026 | Divisions: Para Contractor, Paratransit | Advanced Filtering OFF | Bidding - Bid Name: Pa

Attributes	Sequence	Badge Number	Employee Name	Seniority	Seniority Date	Status
	1	45		1	10-09-1995	Pass:1 Completed
	2	1363		1	10-11-1995	Pass:1 Completed
	3	2009		2	02-02-1998	Pass:1 Completed
	4	2112		3	10-06-2000	Pass:1 Completed
	5	1974		4	11-21-2005	Pass:1 Completed
	6	749		6	12-16-2009	Pass:1 Completed
	7	859		7	12-17-2009	Pass:1 Completed
	8	1152		8	03-04-2011	Pass:1 Completed

From Date	To Date	Division	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Reference	Total Time
09-14-2025	11-01-2025	Paratransit	OFF	117 n/a Pay: Work:	117 n/a Pay: Work:	117 n/a Pay: Work:	117 n/a Pay: Work:	117 n/a Pay: Work:	OFF		0
11-02-2025	11-08-2025	Paratransit	OFF	117 n/a Pay: Work:	117 n/a Pay: Work:	117 n/a Pay: Work:	117 n/a Pay: Work:		OFF		0
11-09-2025	12-20-2025	Paratransit	OFF	117 n/a Pay: Work:	117 n/a Pay: Work:	117 n/a Pay: Work:	117 n/a Pay: Work:	117 n/a Pay: Work:	OFF		0

Daily Activity - Date: 04-14-2026 | Divisions: Para Contractor, Paratransit | Advanced Filtering OFF | Bidding - Bid Name: P1-2025 VACATION OPERATOR | Pass:1

Attributes	Sequence	Badge Number	Employee Name	Seniority	Seniority Date	Status	Division	Employee Type
	1			1	10-09-1995	Pass:1 Completed	Paratransit	Para-FT
	2			1	10-11-1995	Pass:1 Completed	Paratransit	Para-FT
	3			2	02-02-1998	Pass:1 Completed	Paratransit	Para-FT
	4			3	10-06-2000	Pass:1 Completed	Paratransit	Para-FT
	5			4	11-21-2005	Pass:1 Completed	Paratransit	Para-FT
	6			5	02-28-2006	Pass:1 Completed	Paratransit	Para-FT
	7			7	03-20-2008	Pass:1 Completed	Paratransit	Para-FT
	8			6	12-16-2009	Pass:1 Completed	Paratransit	Para-FT

Request Group	From Date	To Date	Accrual Type	Absence Quota Type	Absence Type	Number of Days	Audit
Pass:1 Rq:1	05-27-2025	05-27-2025	V	VAC-Operator	VAC-8h00	1	59 on 11-04-2024 @ 10:24 Sel
	05-28-2025	05-28-2025	V	VAC-Operator	VAC-8h00	1	
	05-29-2025	05-29-2025	V	VAC-Operator	VAC-8h00	1	
	05-30-2025	05-30-2025	V	VAC-Operator	VAC-8h00	1	
	06-30-2025	06-30-2025	V	VAC-Operator	VAC-8h00	1	
	07-01-2025	07-01-2025	V	VAC-Operator	VAC-8h00	1	
	07-02-2025	07-02-2025	V	VAC-Operator	VAC-8h00	1	
	07-03-2025	07-03-2025	V	VAC-Operator	VAC-8h00	1	
	08-04-2025	08-04-2025	V	VAC-Operator	VAC-8h00	1	
	08-05-2025	08-05-2025	V	VAC-Operator	VAC-8h00	1	
	08-06-2025	08-06-2025	V	VAC-Operator	VAC-8h00	1	

Attachment 3 - Time Export Sample

Employee#	Start Date	End Date	Paycode	Hours
2054	12/22/2025	12/22/2025	100	8
2054	12/23/2025	12/23/2025	230	0.017
2054	12/23/2025	12/23/2025	100	8.017
2054	12/24/2025	12/24/2025	100	7.617
2054	12/25/2025	12/25/2025	370	8
2054	12/26/2025	12/26/2025	100	8
2054	12/29/2025	12/29/2025	100	7.967
2054	12/30/2025	12/30/2025	230	0.033
2054	12/30/2025	12/30/2025	100	8.033
2054	12/31/2025	12/31/2025	230	0.067
2054	12/31/2025	12/31/2025	100	8.067
2054	1/1/2026	1/1/2026	370	8
2054	1/2/2026	1/2/2026	230	0.2
2054	1/2/2026	1/2/2026	100	8.2
2171	12/22/2025	12/22/2025	300	10
2171	12/23/2025	12/23/2025	300	10
2171	12/24/2025	12/24/2025	300	10
2171	12/25/2025	12/25/2025	370	10
2171	12/29/2025	12/29/2025	300	10
2171	12/30/2025	12/30/2025	300	10
2171	12/31/2025	12/31/2025	300	10
2171	1/1/2026	1/1/2026	370	10
4645	12/22/2025	12/22/2025	300	8
4645	12/23/2025	12/23/2025	300	8
4645	12/24/2025	12/24/2025	300	8
4645	12/25/2025	12/25/2025	370	8
4645	12/26/2025	12/26/2025	300	8
4645	1/1/2026	1/1/2026	810	8
7486	12/22/2025	12/22/2025	230	0.067
7486	12/22/2025	12/22/2025	100	8.067
7486	12/23/2025	12/23/2025	100	8
7486	12/24/2025	12/24/2025	230	0.017
7486	12/24/2025	12/24/2025	100	8.017
7486	12/25/2025	12/25/2025	370	8
7486	12/26/2025	12/26/2025	334	8
7486	12/29/2025	12/29/2025	100	8
7486	12/30/2025	12/30/2025	230	0.017
7486	12/30/2025	12/30/2025	100	8.017
7486	12/31/2025	12/31/2025	230	0.35
7486	12/31/2025	12/31/2025	100	8.35
7486	1/1/2026	1/1/2026	370	8
7486	1/2/2026	1/2/2026	230	0.167
7486	1/2/2026	1/2/2026	100	8.167
8050	12/21/2025	12/21/2025	100	10
8050	12/22/2025	12/22/2025	100	0.017
8050	12/22/2025	12/22/2025	240	0.017

Attachment 3 - Time Export Sample

8050	12/22/2025	12/22/2025	100	10
8050	12/23/2025	12/23/2025	100	10
8050	12/24/2025	12/24/2025	100	9.5
8050	12/25/2025	12/25/2025	370	10
8050	12/28/2025	12/28/2025	100	10
8050	12/29/2025	12/29/2025	100	10
8050	12/30/2025	12/30/2025	100	10
8050	12/31/2025	12/31/2025	100	10
8050	1/1/2026	1/1/2026	370	10
8219	12/23/2025	12/23/2025	300	8
8219	12/24/2025	12/24/2025	300	8
8219	12/25/2025	12/25/2025	370	8
8219	12/26/2025	12/26/2025	300	8
8219	12/27/2025	12/27/2025	300	8
8219	12/30/2025	12/30/2025	334	8
8219	12/31/2025	12/31/2025	334	8
8219	1/1/2026	1/1/2026	370	8
8219	1/2/2026	1/2/2026	334	8
8219	1/3/2026	1/3/2026	334	8
8690	12/22/2025	12/22/2025	230	0.05
8690	12/22/2025	12/22/2025	100	8.05
8690	12/23/2025	12/23/2025	100	7.7
8690	12/24/2025	12/24/2025	100	6.933
8690	12/25/2025	12/25/2025	370	8
8690	12/26/2025	12/26/2025	334	8
8690	12/29/2025	12/29/2025	100	7.533
8690	12/30/2025	12/30/2025	230	0.033
8690	12/30/2025	12/30/2025	100	8.033
8690	12/31/2025	12/31/2025	334	8
8690	1/1/2026	1/1/2026	370	8
8690	1/2/2026	1/2/2026	334	8
11528	12/22/2025	12/22/2025	100	7.85
11528	12/23/2025	12/23/2025	230	0.317
11528	12/23/2025	12/23/2025	100	8.317
11528	12/24/2025	12/24/2025	100	5.883
11528	12/25/2025	12/25/2025	370	8
11528	12/26/2025	12/26/2025	334	8
11528	12/29/2025	12/29/2025	334	8
11528	12/30/2025	12/30/2025	334	8
11528	12/31/2025	12/31/2025	100	7.817
11528	1/1/2026	1/1/2026	370	8
11528	1/2/2026	1/2/2026	100	7.717
13634	12/22/2025	12/22/2025	300	8
13634	12/23/2025	12/23/2025	300	8
13634	12/24/2025	12/24/2025	300	8
13634	12/25/2025	12/25/2025	370	8
13634	12/26/2025	12/26/2025	300	8

Attachment 3 - Time Export Sample

13634	12/29/2025	12/29/2025	100	7.8
13634	12/30/2025	12/30/2025	230	0.05
13634	12/30/2025	12/30/2025	100	8.05
13634	12/31/2025	12/31/2025	334	8
13634	1/1/2026	1/1/2026	370	8
13634	1/2/2026	1/2/2026	230	0.167
13634	1/2/2026	1/2/2026	100	8.167
16080	12/22/2025	12/22/2025	230	0.05
16080	12/22/2025	12/22/2025	100	8.05
16080	12/23/2025	12/23/2025	230	0.2
16080	12/23/2025	12/23/2025	100	8.2
16080	12/24/2025	12/24/2025	100	5.35
16080	12/25/2025	12/25/2025	370	8
16080	12/26/2025	12/26/2025	300	8
16080	12/29/2025	12/29/2025	300	8
16080	12/30/2025	12/30/2025	230	0.083
16080	12/30/2025	12/30/2025	100	8.083
16080	12/31/2025	12/31/2025	230	0.067
16080	12/31/2025	12/31/2025	100	8.067
16080	1/1/2026	1/1/2026	370	8
16080	1/2/2026	1/2/2026	334	8
19506	12/22/2025	12/22/2025	100	10
19506	12/23/2025	12/23/2025	100	10
19506	12/24/2025	12/24/2025	100	10
19506	12/25/2025	12/25/2025	370	10
19506	12/29/2025	12/29/2025	100	10
19506	12/30/2025	12/30/2025	100	10
19506	12/31/2025	12/31/2025	100	10
19506	1/1/2026	1/1/2026	370	10
19618	12/23/2025	12/23/2025	300	10
19618	12/24/2025	12/24/2025	300	10
19618	12/25/2025	12/25/2025	300	10
19618	12/25/2025	12/25/2025	370	10
19618	12/26/2025	12/26/2025	300	10
19618	12/30/2025	12/30/2025	100	0.133
19618	12/30/2025	12/30/2025	100	10
19618	12/31/2025	12/31/2025	100	0.017
19618	12/31/2025	12/31/2025	240	0.15
19618	12/31/2025	12/31/2025	100	10
19618	1/1/2026	1/1/2026	370	10
19618	1/2/2026	1/2/2026	722	10
19676	12/21/2025	12/21/2025	100	0.067
19676	12/21/2025	12/21/2025	250	0.067
19676	12/21/2025	12/21/2025	100	8
19676	12/22/2025	12/22/2025	100	8
19676	12/23/2025	12/23/2025	100	0.033
19676	12/23/2025	12/23/2025	250	0.033

Attachment 3 - Time Export Sample

19676	12/23/2025	12/23/2025	100	8
19676	12/24/2025	12/24/2025	100	0.017
19676	12/24/2025	12/24/2025	250	0.017
19676	12/24/2025	12/24/2025	100	8
19676	12/25/2025	12/25/2025	370	8
19676	12/28/2025	12/28/2025	100	0.033
19676	12/28/2025	12/28/2025	250	0.033
19676	12/28/2025	12/28/2025	100	8
19676	12/29/2025	12/29/2025	100	0.05
19676	12/29/2025	12/29/2025	250	0.05
19676	12/29/2025	12/29/2025	100	8
19676	12/30/2025	12/30/2025	100	0.067
19676	12/30/2025	12/30/2025	250	0.067
19676	12/30/2025	12/30/2025	100	8
19676	12/31/2025	12/31/2025	324	2
19676	12/31/2025	12/31/2025	100	6
19676	1/1/2026	1/1/2026	100	8
19676	1/1/2026	1/1/2026	250	8
19676	1/1/2026	1/1/2026	370	8
19749	12/22/2025	12/22/2025	230	0.033
19749	12/22/2025	12/22/2025	100	8.033
19749	12/23/2025	12/23/2025	230	0.1
19749	12/23/2025	12/23/2025	100	8.1
19749	12/24/2025	12/24/2025	100	5.65
19749	12/25/2025	12/25/2025	370	8
19749	12/26/2025	12/26/2025	300	8
19749	12/29/2025	12/29/2025	100	7.95
19749	12/30/2025	12/30/2025	100	7.7
19749	12/31/2025	12/31/2025	100	7.783
19749	1/1/2026	1/1/2026	370	8
19749	1/2/2026	1/2/2026	230	0.017
19749	1/2/2026	1/2/2026	100	8.017
20090	12/22/2025	12/22/2025	300	8
20090	12/23/2025	12/23/2025	300	8
20090	12/24/2025	12/24/2025	300	8
20090	12/25/2025	12/25/2025	370	8
20090	12/26/2025	12/26/2025	300	8
20090	12/29/2025	12/29/2025	300	8
20090	12/30/2025	12/30/2025	300	8
20090	12/31/2025	12/31/2025	300	8
20090	1/1/2026	1/1/2026	370	8
20090	1/2/2026	1/2/2026	334	8
21121	12/22/2025	12/22/2025	300	8
21121	12/23/2025	12/23/2025	300	8
21121	12/24/2025	12/24/2025	300	8
21121	12/25/2025	12/25/2025	370	8
21121	12/26/2025	12/26/2025	300	8

Attachment 3 - Time Export Sample

21121	12/29/2025	12/29/2025	230	0.067
21121	12/29/2025	12/29/2025	100	8.067
21121	12/30/2025	12/30/2025	100	7.883
21121	12/31/2025	12/31/2025	324	0.067
21121	12/31/2025	12/31/2025	100	7.933
21121	1/1/2026	1/1/2026	370	8
21121	1/2/2026	1/2/2026	334	8
23211	12/24/2025	12/24/2025	100	0.05
23211	12/24/2025	12/24/2025	100	10
23211	12/25/2025	12/25/2025	100	10
23211	12/25/2025	12/25/2025	240	10
23211	12/25/2025	12/25/2025	370	10
23211	12/26/2025	12/26/2025	100	10
23211	12/27/2025	12/27/2025	240	0.05
23211	12/27/2025	12/27/2025	100	10
23211	12/31/2025	12/31/2025	100	10
23211	1/1/2026	1/1/2026	100	10
23211	1/1/2026	1/1/2026	370	10
23211	1/2/2026	1/2/2026	100	10
23211	1/3/2026	1/3/2026	100	10
23211	1/3/2026	1/3/2026	240	10
25250	12/22/2025	12/22/2025	230	0.133
25250	12/22/2025	12/22/2025	100	8.133
25250	12/23/2025	12/23/2025	230	0.35
25250	12/23/2025	12/23/2025	100	8.35
25250	12/24/2025	12/24/2025	100	6.033
25250	12/25/2025	12/25/2025	370	8
25250	12/26/2025	12/26/2025	100	5.667
25250	12/29/2025	12/29/2025	230	0.5
25250	12/29/2025	12/29/2025	100	8.5
25250	12/30/2025	12/30/2025	100	7.85
25250	12/31/2025	12/31/2025	230	0.45
25250	12/31/2025	12/31/2025	100	8.45
25250	1/1/2026	1/1/2026	370	8
25250	1/2/2026	1/2/2026	230	0.567
25250	1/2/2026	1/2/2026	100	8.567
27059	12/24/2025	12/24/2025	100	0.5
27059	12/24/2025	12/24/2025	100	10
27059	12/25/2025	12/25/2025	370	10
27059	12/26/2025	12/26/2025	100	0.417
27059	12/26/2025	12/26/2025	100	10
27059	12/27/2025	12/27/2025	100	0.35
27059	12/27/2025	12/27/2025	240	0.35
27059	12/27/2025	12/27/2025	240	0.917
27059	12/27/2025	12/27/2025	100	10
27059	12/28/2025	12/28/2025	100	10
27059	12/31/2025	12/31/2025	100	0.767

Attachment 3 - Time Export Sample

27059	12/31/2025	12/31/2025	100	10
27059	1/1/2026	1/1/2026	370	10
27059	1/2/2026	1/2/2026	100	0.417
27059	1/2/2026	1/2/2026	240	0.417
27059	1/2/2026	1/2/2026	240	0.767
27059	1/2/2026	1/2/2026	100	10
27059	1/3/2026	1/3/2026	100	0.4
27059	1/3/2026	1/3/2026	240	0.4
27059	1/3/2026	1/3/2026	100	10
27059	1/3/2026	1/3/2026	240	10
27123	12/21/2025	12/21/2025	100	0.033
27123	12/21/2025	12/21/2025	250	0.033
27123	12/21/2025	12/21/2025	100	8
27123	12/22/2025	12/22/2025	100	0.033
27123	12/22/2025	12/22/2025	250	0.033
27123	12/22/2025	12/22/2025	100	8
27123	12/25/2025	12/25/2025	100	8
27123	12/25/2025	12/25/2025	250	8
27123	12/25/2025	12/25/2025	370	8
27123	12/26/2025	12/26/2025	100	0.033
27123	12/26/2025	12/26/2025	250	0.033
27123	12/26/2025	12/26/2025	100	8
27123	12/27/2025	12/27/2025	100	0.033
27123	12/27/2025	12/27/2025	250	0.033
27123	12/27/2025	12/27/2025	100	8
27123	12/28/2025	12/28/2025	100	0.033
27123	12/28/2025	12/28/2025	250	0.033
27123	12/28/2025	12/28/2025	100	8
27123	12/29/2025	12/29/2025	100	0.05
27123	12/29/2025	12/29/2025	250	0.05
27123	12/29/2025	12/29/2025	100	8
27123	1/1/2026	1/1/2026	370	8
27123	1/2/2026	1/2/2026	100	0.067
27123	1/2/2026	1/2/2026	250	0.067
27123	1/2/2026	1/2/2026	100	8
27123	1/3/2026	1/3/2026	100	0.117
27123	1/3/2026	1/3/2026	250	0.117
27123	1/3/2026	1/3/2026	100	8
27124	12/22/2025	12/22/2025	230	0.017
27124	12/22/2025	12/22/2025	100	8.017
27124	12/23/2025	12/23/2025	230	0.2
27124	12/23/2025	12/23/2025	100	8.2
27124	12/24/2025	12/24/2025	100	5.35
27124	12/25/2025	12/25/2025	370	8
27124	12/26/2025	12/26/2025	100	4.817
27124	12/29/2025	12/29/2025	100	7.867
27124	12/30/2025	12/30/2025	230	0.067

Attachment 4 - Tyler Pay Codes

Code	Description	Org	Object	Cat	Tax	ATB	Calc	Factor	Comp Factor	Amount
100	REG TIME			1	T	N	02	1.0000	1.0000	0.00
101	REG TIME			1	T	N	02	1.0000	1.0000	0.00
130	REG TIME TRAINING		501010	1	T	N	02	1.0000	1.0000	0.00
150	REG TIME-CEO			1	T	N	02	1.0000	1.0000	0.00
200	OT UNSCHEDULED-FIXED RT		501015	2	T	N	93	0.5000	1.0000	0.00
201	OT DOUBLE TIME .5 FACTOR		501015	2	T	N	93	0.5000	1.0000	0.00
202	OT DOUBLE TIME GT MIN	01010	501110	2	T	N	93	1.0000	1.0000	0.00
203	CL TEAM ONE OT		501015	2	T	N	93	0.5000	1.0000	0.00
205	OVERTIME		501025	2	T	N	93	0.5000	1.0000	0.00
206	DOUBLE TIME		501025	2	T	N	93	1.0000	1.0000	0.00
207	OT TEAM ONE NON CL RELATED		501015	6	T	N	02	1.0000	1.0000	5.00
208	OT TEAM ONE NON CL RELATED		501015	6	T	N	02	1.0000	1.0000	2.50
209	INSTRUCTION TIME OT		501015	6	T	N	02	1.0000	1.0000	0.50
210	OT SCHEDULE		501015	2	T	N	90	0.5000	1.0000	0.00
211	OPERATOR SPECIAL OT		501015	2	T	N	90	0.5000	1.0000	0.00
212	OT PARA ONBOARD	02010	501135	2	T	N	93	0.5000	1.0000	0.00
220	OT DAY OFF		501015	2	T	N	93	0.5000	1.0000	0.00
221	OT ITT	01010	501135	2	T	N	93	0.5000	1.0000	0.00
222	OT FIELD INSTRUCTOR PARA	02010	501135	2	T	N	93	0.5000	1.0000	0.00
230	OT OPERATOR PARA		501015	2	T	N	90	0.5000	1.0000	0.00
231	OT DOUBLE TIME		501015	2	T	N	90	0.5000	1.0000	0.00
240	OT DISPATCH PARA		501025	2	T	N	90	0.5000	1.0000	0.00
242	OT PARA DISPATCH COVERAGE	02010	501025	2	T	N	93	0.5000	1.0000	0.00
244	OT PARA RESERVATION COVERAGE	02021	501025	2	T	N	93	0.5000	1.0000	0.00
246	OT COV NEXT DAY SCHEDULER			2	T	N	93	0.5000	1.0000	16.44
250	OT SCHEDULING		501025	2	T	N	90	0.5000	1.0000	0.00
252	OT PAID UNION		501085	2	T	N	90	0.5000	1.0000	0.00
254	OT OUT OF CLASS LEAD 1		501025	2	T	N	93	0.5000	1.0000	0.00
256	OT OUT OF CLASS LEAD 2		501025	2	T	N	93	0.5000	1.0000	0.00
257	OT OUT OF CLASS LEAD 3		501025	2	T	N	93	0.5000	1.0000	0.00
258	OT LEAD INTERMITTENT		501025	2	T	N	93	0.5000	1.0000	0.00
270	SCHEDULED SPREAD TIME		501015	2	T	N	90	0.5000	1.0000	0.00
272	UNSCHEDULED SPREAD TIME		501015	2	T	N	90	0.5000	1.0000	0.00
300	VACATION TIME		502110	3	T	N	90	1.0000	1.0000	0.00
304	VACATION BUY OUT		502110	3	T	N	90	1.0000	1.0000	0.00
305	PTO BUY OUT - CEO		502110	3	T	N	90	1.0000	1.0000	0.00
306	PERSONAL LEAVE PROTECTED SICK		502090	3	T	N	90	1.0000	1.0000	0.00
307	PERSONAL LEAVE PROTECTED VAC		502110	3	T	N	90	1.0000	1.0000	0.00
308	PERSONAL LEAVE PROTECTED FLOAT		502100	3	T	N	90	1.0000	1.0000	0.00
309	PERSONAL LEAVE PROTECTED NOPAY			3	T	N	90	0.0000	1.0000	0.00
310	SICK PAY FULL >4 HRS		502090	3	T	N	90	1.0000	1.0000	0.00
312	SICK PAY PARTIAL <4 HRS		502090	3	T	N	90	1.0000	1.0000	0.00
314	SICK W/O PAY FULL		502090	3	T	N	90	0.0000	1.0000	0.00
316	SICK W/O PAY PARTIAL		502090	3	T	N	90	0.0000	1.0000	0.00
318	SICK WORK TRADE		502090	3	T	N	90	0.0000	1.0000	0.00
320	SICK LEAVE BUY OUT 1:1		502090	3	T	N	90	1.0000	1.0000	0.00
321	WA PD SICK LV BUY OUT 1:1		502090	3	T	N	90	1.0000	1.0000	0.00
322	SICK LEAVE BUY OUT ANNUAL 3:1		502090	3	T	N	90	0.3333	1.0000	0.00
324	WA PAID SICK LEAVE		502090	3	T	N	90	1.0000	1.0000	0.00
325	EPSL FULL		502090	3	T	N	90	1.0000	1.0000	0.00
326	EPSL PARTIAL		502090	3	T	N	90	0.6670	0.6670	0.00

327	EPSL FMLA		502090	3	T	N	90	1.0000	1.0000	0.00
328	COVID VACCINE			1	T	N	02	1.0000	1.0000	0.00
329	COMP TIME PAYOUT			6	T	N	90	1.0000	1.0000	0.00
330	COMP TIME PAID			6	T	N	90	1.0000	1.0000	0.00
332	COMP EARNED 1.5			3	T	N	90	0.0000	1.5000	0.00
333	COMP EARNED 1.0			3	T	N	90	0.0000	1.0000	0.00
334	FLOATER		502100	3	T	N	90	1.0000	1.0000	0.00
336	BIRTHDAY HOLIDAY		502100	3	T	N	90	1.0000	1.0000	0.00
340	FAMILY LEAVE FLOATER		502100	3	T	N	90	1.0000	1.0000	0.00
342	FAMILY LEAVE VACATION		502110	3	T	N	90	1.0000	1.0000	0.00
344	FAMILY LEAVE SICK		502090	3	T	N	90	1.0000	1.0000	0.00
346	FAMILY LEAVE (NP)			3	T	N	90	0.0000	0.0000	0.00
347	FLMA PFML			3	T	N	90	0.0000	0.0000	0.00
348	FAMILY LEAVE WA PAID SICK LVE		502090	3	T	N	90	1.0000	1.0000	0.00
349	PAID FAMILY MEDICAL LEAVE			6	T	N	90	0.0000	1.0000	0.00
350	PROTECTED LEAVE FLH		502100	3	T	N	90	1.0000	1.0000	0.00
351	PROTECTED LEAVE WPSL		502090	3	T	N	90	1.0000	1.0000	0.00
352	PROTECTED LEAVE SICK		502090	3	T	N	90	1.0000	1.0000	0.00
354	PROTECTED LEAVE VAC		502110	3	T	N	90	1.0000	1.0000	0.00
356	PROTECTED LEAVE (NP)		501020	3	T	N	90	0.0000	1.0000	0.00
360	WFCL FLOATER		502100	3	T	N	90	1.0000	1.0000	0.00
362	WFCL SICK PAY		502090	3	T	N	90	1.0000	1.0000	0.00
364	WFCL VACATION PAY		502110	3	T	N	90	1.0000	1.0000	0.00
366	WFCL NO PAY		501020	3	T	N	90	0.0000	0.0000	0.00
368	WFCL WA PAID SICK LVE		502090	3	T	N	90	1.0000	1.0000	0.00
370	HOLIDAY PAY		502100	3	T	N	90	1.0000	1.0000	0.00
371	HOLIDAY PAY - CEO		502100	3	T	N	90	1.0000	1.0000	0.00
380	PTO CEO		502110	3	T	N	90	1.0000	1.0000	0.00
384	ATTENDANCE FLOATER		502100	3	T	N	90	1.0000	1.0000	0.00
386	EMP RECOGNITION DAY	03167	509102	4	T	N	90	1.0000	1.0000	0.00
390	SHARED LV RECEIVED-SICK		502090	6	T	N	90	1.0000	1.0000	0.00
391	SHARED LV DONATED-SICK		502090	6	T	N	90	0.0000	0.0000	0.00
392	SHARED LV RECEIVED-VACATION		502110	6	T	N	90	1.0000	1.0000	0.00
393	SHARED LV DONATED-VACATION		502110	6	T	N	90	0.0000	0.0000	0.00
394	SHARED LV RECEIVED-FLOATER		502100	6	T	N	90	1.0000	1.0000	0.00
395	SHARED LV DONATED-FLOATER		502100	6	T	N	90	0.0000	0.0000	0.00
400	NEW HIRE INCENTIVE	03176	501021	4	T	N	60	1.0000	1.0000	1,500.00
401	REFERRAL INCENTIVE	03176	501021	4	T	N	60	1.0000	1.0000	500.00
402	RETENTION INCENTIVE	03176	501022	4	T	N	60	1.0000	1.0000	2,000.00
403	RETENTION INCENTIVE OT	03176	501022	4	T	N	60	1.0000	1.0000	0.00
404	CL PHASE COMPLETION OT		501015	4	T	N	60	1.0000	1.0000	0.00
410	JURY DUTY TIME		502120	3	T	N	90	1.0000	1.0000	0.00
412	WITNESS TIME		502120	3	T	N	90	1.0000	1.0000	0.00
414	MILITARY RESERVES 21 DAY PAY		502120	3	T	N	90	1.0000	1.0000	0.00
415	MILITARY RESERVES >21 DAY NP		502120	3	T	N	90	0.0000	0.0000	0.00
416	LEAVE FOR FUNERAL (NP)			3	T	N	90	0.0000	0.0000	0.00
418	BEREAVEMENT LEAVE			3	T	N	90	1.0000	1.0000	0.00
420	RELIGIOUS DAY (NP)			3	T	N	90	0.0000	0.0000	0.00
430	STATE INDUSTRIAL 1ST DAY PART			3	T	N	90	1.0000	1.0000	0.00
432	1ST 3 DAYS OF SI		502090	3	T	N	90	1.0000	1.0000	0.00
434	1ST 3 DAYS OF SI WPSL		502090	3	T	N	90	1.0000	1.0000	0.00
500	REVENUE TIME FR		501010	6	T	N	90	1.0000	1.0000	0.00

501	CITY LINE TEAM ONE		501010	6	T	N	90	1.0000	1.0000	0.00
502	DEADHEAD TIME		501010	6	T	N	90	1.0000	1.0000	0.00
504	PULL OUT TIME	01010	501100	6	T	N	90	1.0000	1.0000	0.00
506	RELIEF AT THE PLAZA	01010	501100	6	T	N	90	1.0000	1.0000	0.00
508	LIGHT DUTY		501070	6	T	N	90	1.0000	1.0000	0.00
510	ABSENT WORK FULL (NP)			6	T	N	90	0.0000	1.0000	0.00
512	ABSENT WORK PART (NP)			6	T	N	90	0.0000	1.0000	0.00
514	ABSENT WORK TRADE (NP)			6	T	N	90	0.0000	1.0000	0.00
516	NO SHOW WORK TRADE (NP)			6	T	N	90	0.0000	1.0000	0.00
520	INCIDENT W/O FULL (NP)			6	T	N	90	0.0000	0.0000	0.00
522	INCIDENT W/O PARTIAL (NP)			6	T	N	90	0.0000	0.0000	0.00
524	LATE REPORT (NP)			6	T	N	90	0.0000	0.0000	0.00
526	LATE REP WORK TRADE (NP)			6	T	N	90	0.0000	0.0000	0.00
528	MISSOUT FULL DAY (NP)			6	T	N	90	0.0000	0.0000	0.00
530	MISSOUT WORK TRADE (NP)			6	T	N	90	0.0000	0.0000	0.00
531	COV STATE INDUSTRIAL (NP)			3	T	N	90	0.0000	0.0000	0.00
532	STATE INDUSTRIAL (NP)			3	T	N	90	0.0000	0.0000	0.00
533	SI WITH FMLA (NP)			3	T	N	90	0.0000	0.0000	0.00
534	GUARANTEED-MINIMUM	01010	501100	6	T	N	90	1.0000	1.0000	0.00
536	GUARANTEED-DAY OFF	01010	501100	6	T	N	90	1.0000	1.0000	0.00
540	GUARANTEED-WEEKLY	01010	501100	6	T	N	90	1.0000	1.0000	0.00
542	GUARANTEED-DAILY	01010	501100	6	T	N	90	1.0000	1.0000	0.00
544	STANDBY TIME	01010	501120	6	T	N	90	1.0000	1.0000	0.00
546	VALLEY STANDBY	01010	501120	6	T	N	90	1.0000	1.0000	0.00
548	TRAVEL TIME	01010	501110	6	T	N	90	1.0000	1.0000	0.00
550	OVERLOAD TRIPPER		501010	6	T	N	90	1.0000	1.0000	0.00
552	PROMO BUS SERVICE		501010	6	T	N	90	1.0000	1.0000	0.00
554	PENALTY TIME	01010	501100	6	T	N	90	1.0000	1.0000	0.00
556	PLATFORM TIME		501010	6	T	N	90	1.0000	1.0000	0.00
558	RUN SELECTION TIME	01010	501100	6	T	N	90	1.0000	1.0000	0.00
560	PAY THRU TIME	01010	501100	6	T	N	90	1.0000	1.0000	0.00
562	TRAINING REG PAY		501130	6	T	N	90	1.0000	1.0000	0.00
564	RANDOM DRUG/AL. TEST		501150	6	T	N	90	1.0000	1.0000	0.00
570	POST ACCIDENT TEST		501100	6	T	N	90	1.0000	1.0000	0.00
572	MEETING TIME		501100	6	T	N	90	1.0000	1.0000	0.00
578	PAID UNION MEETING		501080	6	T	N	90	1.0000	1.0000	0.00
582	REGULAR DAY OFF			6	T	N	01	0.0000	0.0000	0.00
590	ON CALL TIME		501020	6	T	N	90	1.0000	1.0000	0.00
600	EE RECOGNITION AWARD	03167	509102	4	T	N	60	1.0000	1.0000	75.00
602	QUALITY COUNTS AWARD \$50	03167	509102	4	T	N	60	1.0000	1.0000	50.00
603	QUALITY COUNTS 100	03167	509102	4	T	N	60	1.0000	1.0000	100.00
604	CERT TOUR			4	T	N	60	1.0000	1.0000	500.00
605	AWARD-TAXABLE	01165	509102	4	T	N	60	1.0000	1.0000	0.00
606	MISC PAY TAXABLE			4	T	N	60	1.0000	1.0000	5,000.00
610	CELL ALLOWANCE 25			4	T	N	60	1.0000	1.0000	25.00
612	CELL ALLOWANCE 40			4	T	N	60	1.0000	1.0000	40.00
614	CELL ALLOWANCE 70			4	T	N	60	1.0000	1.0000	70.00
615	CELL ALLOWANCE			4	T	N	60	1.0000	1.0000	630.00
616	CEO CAR/CELL			4	T	N	60	1.0000	1.0000	400.00
618	TOOL ALLOWANCE		502130	4	T	N	60	1.0000	1.0000	720.00
620	ASE CERT 1		501020	A	T	N	04	1.0000	1.0000	0.50
622	ASE CERT 2		501020	A	T	N	04	1.0000	1.0000	1.00

624	ASE CERT 3		501020	A	T	N	04	1.0000	1.0000	1.50
626	ASE CERT 4		501020	A	T	N	04	1.0000	1.0000	2.00
628	ASE CERT 5		501020	A	T	N	04	1.0000	1.0000	2.50
630	FAC & GROUNDS CERT 1		501020	A	T	N	04	1.0000	1.0000	1.00
632	FAC & GROUNDS CERT 2		501020	A	T	N	04	1.0000	1.0000	2.00
634	FAC & GROUNDS CERT 3		501020	A	T	N	04	1.0000	1.0000	3.00
635	T.O. SHIFT DIFFERENTIAL		501020	A	T	N	04	1.0000	1.0000	2.00
650	INTERIM PAY		501020	4	T	Y	01	1.0000	1.0000	2.56
698	SHIFT DIFFERENTIAL SWING		501020	A	T	N	04	1.0000	1.0000	2.25
699	SHIFT DIFFERENTIAL GRAVE		501020	A	T	N	04	1.0000	1.0000	2.50
700	CITY LINE TEAM ONE ADD COMP		501010	6	T	N	02	1.0000	1.0000	5.00
701	OOB LEAD 1-MAINT/FAC			6	T	N	93	0.0600	1.0000	0.00
702	OOB LEAD 2-MAINT ONLY			6	T	N	93	0.1400	1.0000	0.00
703	OUT OF CLASS LEAD 3-MAINT ONLY			6	T	N	93	0.2500	1.0000	0.00
704	OUT OF CLASS 2ND TO 1ST-MAINT			6	T	N	93	0.0700	1.0000	0.00
705	OUT OF CLASS PRINT SHOP			6	T	N	93	0.2830	1.0000	0.00
706	OUT OF CLASS 3RD TO 2ND-MAINT			6	T	N	93	0.1000	1.0000	0.00
707	OUT OF CLASS FG 2 TO LEAD			6	T	N	93	0.1500	1.0000	0.00
708	LEAD INTERMITTENT REG			6	T	N	93	0.0500	1.0000	0.00
709	LEAD CUSTOMER SERVICE			A	T	N	04	1.0000	1.0000	1.25
710	INSTRUCTION TIME		501010	6	T	N	01	1.0000	1.0000	2.00
712	INSTRUCTIONS TIME	01010	501130	6	T	N	93	1.2980	1.0000	0.00
713	OUT OF CLASS BUYER			6	T	N	93	0.2773	1.0000	0.00
714	OOB LAB 1-LAB/MAINT			6	T	N	02	1.0000	1.0000	6.96
715	\$1 PREMIUM FOR PAY 716			4	T	N	01	1.0000	1.0000	2.00
716	INSTRUCTIONS TIME PARA			6	T	N	93	1.0000	1.0000	2.00
717	CITY LINE TEAM ONE ADD COMP		501015	6	T	N	02	1.0000	1.0000	2.50
718	COVERAGE DISPATCH PARA	02010	501020	6	T	N	93	1.1500	1.0000	0.00
720	COVERAGE RESERVATIONS PARA		501020	6	T	N	90	1.0000	1.0000	0.00
722	COVERAGE NEXT DAY SCHEDULER	02010	501020	6	T	N	02	1.0000	1.0000	32.88
724	ADD \$ FOR TRAINING			6	T	N	02	1.0000	1.0000	4.00
725	\$5 FIELD PREM FOR PAY 726	01166	501020	4	T	N	01	1.0000	1.0000	5.00
726	FIELD INSTR TIME PARA	02010	501130	6	T	N	93	1.0000	1.0000	1.00
800	LEAVE WITH PAY			6	T	N	90	1.0000	1.0000	0.00
802	LONG TERM DISABILITY			6	T	N	90	0.0000	1.0000	0.00
804	LEAVE WITHOUT PAY			6	T	N	90	0.0000	1.0000	0.00
806	LEAVE FOR PENALTY			6	T	N	90	0.0000	1.0000	0.00
810	HOLIDAY WITHOUT PAY			6	T	N	90	0.0000	1.0000	0.00
850	EXPENSE NO TAX		509020	K	T	N	60	1.0000	1.0000	0.00
855	EXPENSE TAXABLE			K	T	N	60	1.0000	1.0000	0.00
875	FMLA TEST			3	T	N	90	1.0000	0.0000	0.00
899	1598 CBA LUMP SUM PAYMENT			4	T	N	60	1.0000	1.0000	1,500.00
900	3939 CBA ONE TIME PAYMENT			4	T	N	60	1.0000	1.0000	500.00
901	3939 CBA LUMP SUM PAY			4	T	N	60	1.0000	1.0000	2,500.00
902	RETRO REGULAR			4	T	N	60	1.0000	1.0000	0.00
903	PAYROLL RECOVERY		501020	4	T	N	60	1.0000	1.0000	0.00
904	GTL >50			4	T	N	01	1.0000	1.0000	0.00
905	CL TEAM 1 COMPLETION PMT		501010	4	T	N	60	1.0000	1.0000	2,500.00
906	GIFT CARD TAXABLE			4	T	N	60	1.0000	1.0000	20.00
915	DEDUCTION REFUND			6	T	N	60	1.0000	1.0000	0.00