



FY 2026 Draft Budget



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FY 2026 DRAFT BUDGET

OCTOBER 1, 2025 – SEPTEMBER 30, 2026

Draft Budget and
Five-Year Financial and Capital Plan

VIA METROPOLITAN TRANSIT
SAN ANTONIO, TEXAS

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Our Mission Statement

VIA provides regional multimodal transportation options that connect our community to opportunity, support economic vitality, and enhance quality of life throughout the region.

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Budget Overview



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**Budget
Consideration and
Adoption**

FY 2026 Draft Operating &
Capital Consolidated Budget

August 2025

Individual Board Member
Briefings with Staff

September 2, 2025

Public Hearing on the FY 2026
Draft Budget

October 1, 2025

Start of Fiscal Year 2026

August 19, 2025

Board Work Session – Key
Performance Indicators and
Strategic Pillars; Budget Lever
Discussion

September 23, 2025

Board Meeting – Formal
Adoption of FY 2026 Budget
for ATD and VIA

FY26 Draft Budget Assumptions

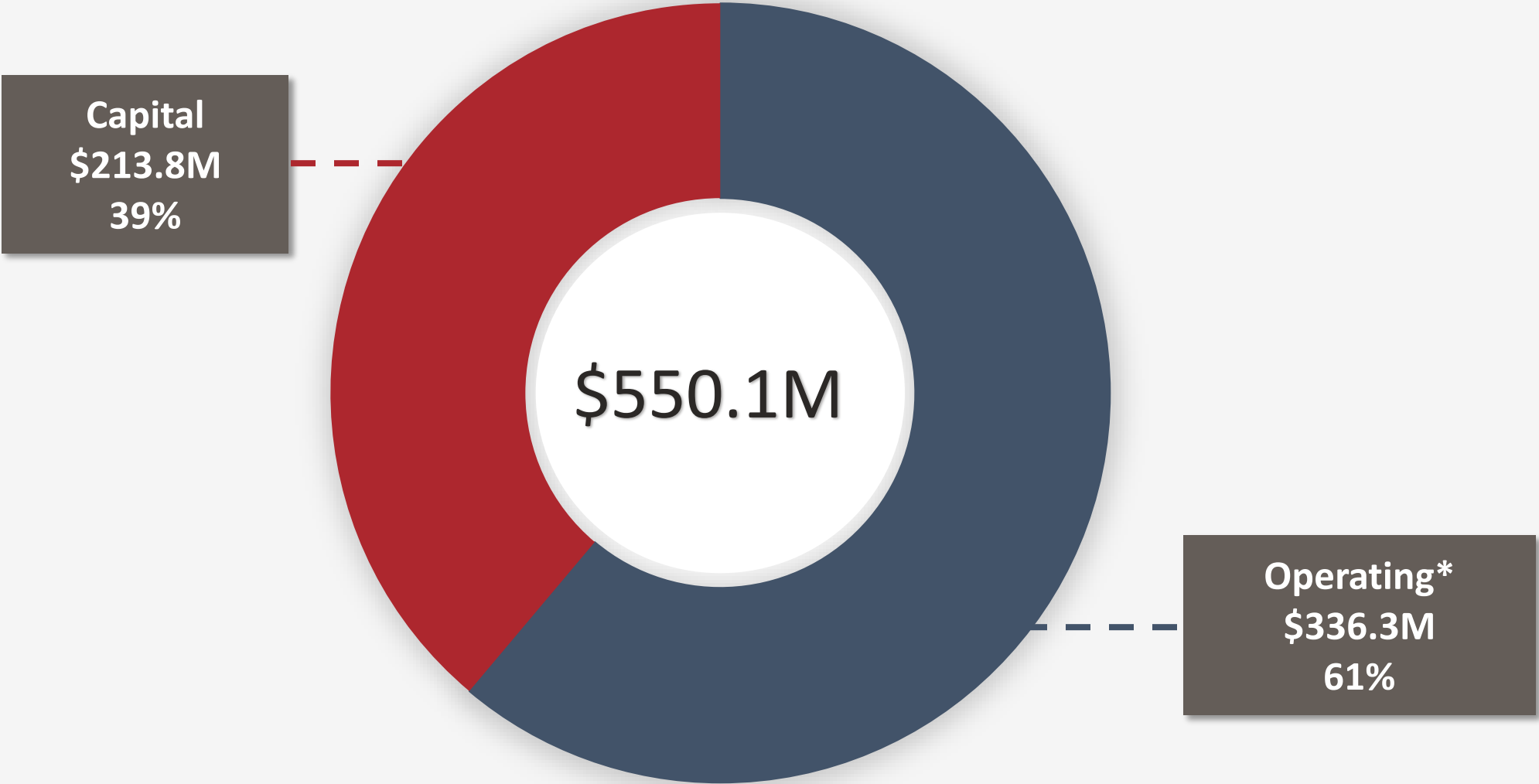
Revenue

- No fare increases in FY26
- FY26 farebox based on projected ridership growth
- FY26 sales tax revenue growth rate is 8.9% over FY25 budget
 - ATD II sales tax begin in Jan 2026

Expenses

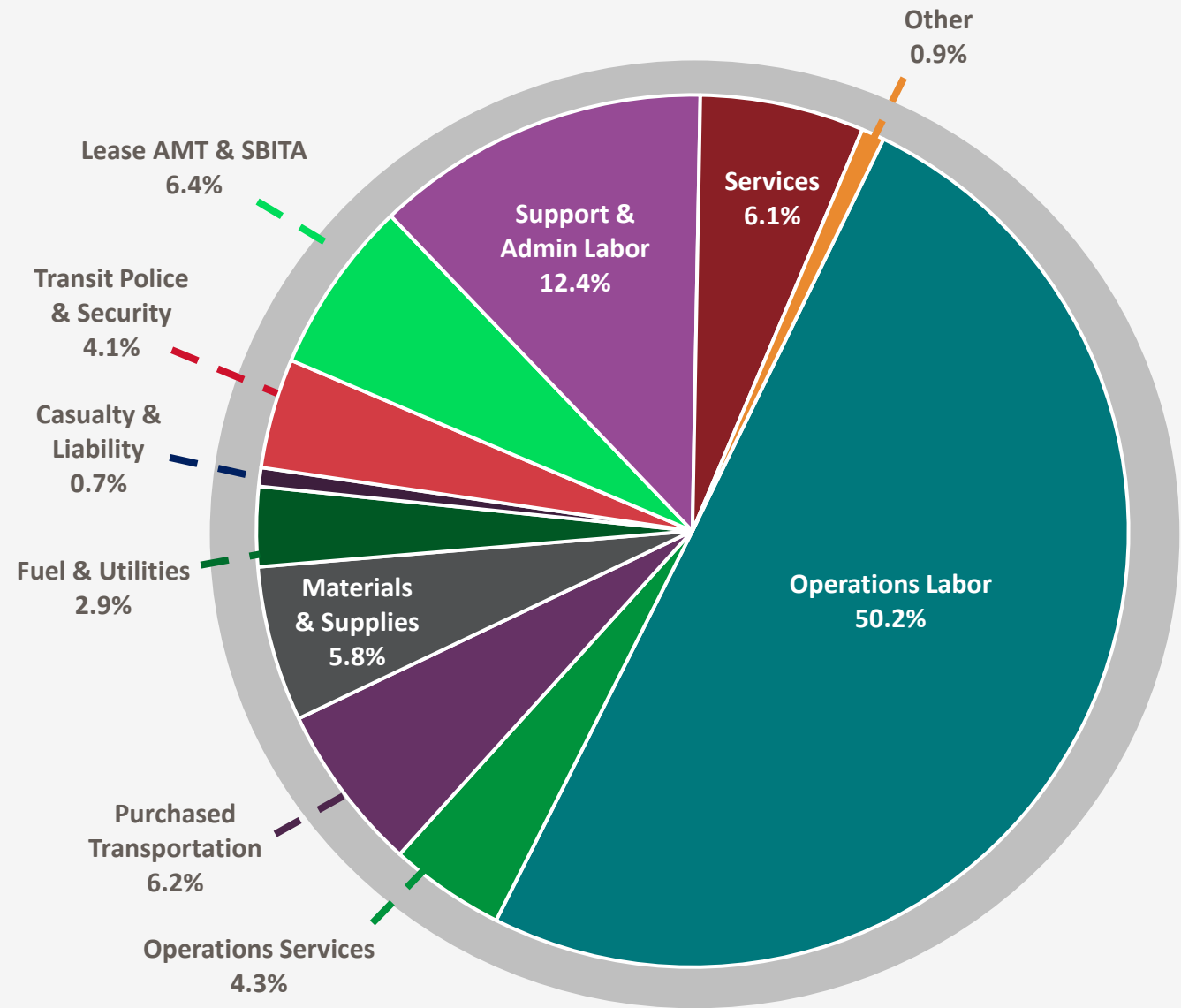
- FY26 service delivery expenses based on projected service hours and miles including reliability and frequency improvements for bus service
- Purchased Transportation costs based on contractual rates, service demand and new VIA Link service
- Pension and OPEB consistent with actuarially determined levels
- VIAcare increase of 8% based on historical growth
- Expenses for KSAM planning
- Departmental reductions and efficiencies

FY26 Draft Operating & Capital Consolidated Budget (\$ in Millions)



*Includes \$21.7M of Lease Amortization (AMT) and Subscription-Based Information Technology Arrangement (SBITA) expenses.

FY26 Draft Operating Expenses (\$ in Millions)



FY26 Draft Operating Expense Budget	
Operations Labor	\$168.9
Business Support & Admin Labor	41.8
Lease Amortization & SBITA	21.7
Purchased Transportation	20.9
Services	20.5
Materials & Supplies	19.4
Operations Services	14.4
Transit Police & Security	13.7
Fuel & Utilities	9.9
Other	2.8
Casualty & Liability	2.3
FY26 Draft Expense Budget	\$336.3

Budget Summary by Expense Category (\$ in Millions)

Expense Category	FY24 Actuals	FY25 Budget	FY26 Draft	Draft to Budget Variance	% Variance
Labor & Fringes	\$185.1	218.8	223.5	\$4.7	2.1%
Services	27.7	40.0	33.5	(6.5)	(16.3%)
Materials & Supplies	24.9	22.2	21.7	(0.5)	(2.3%)
Fuel & Utilities	6.1	7.0	9.9	2.9	41.4%
Purchased Transportation	11.0	14.2	20.9	6.7	47.2%
Casualty & Liability	1.5	2.2	2.3	0.1	4.5%
Other	3.0	3.2	2.8	(0.4)	(12.5%)
Total Operating Expense	259.3	307.6	314.6	7.0	2.3%
Lease AMT/SBITA Expenses	20.0	19.9	21.7	1.8	9.0%
Total Expense	\$279.3	327.5	336.3	\$8.8	2.7%
Authorized Positions	2,260	2,298*	2,428	130	5.7%
Full-Time Equivalents	2,212.5	2,253.5*	2,383.5	130.0	5.8%

*FY25 includes mid-year position adds

FY25 Budget to FY26 Draft Variance Overview (\$ in Millions)



Workforce
\$12.6M



Financial &
Organizational
(\$20.5M)



Customers &
Community
\$16.7M

FY25 Adopted Budget	\$327.5
3.5% salary increase + Step Pay Plan	7.2
Salary market adjustment	3.8
VIAcare medical plan	1.6
VIAtrans & VIA Link service increases	6.7
Net 130 positions added (includes 125 bus operators)	4.5
Federal Alt Fuel Tax Credit Program (Ended effective December 31, 2024)	3.5
Deferred Retirement Incentive (DRIA)	2.0
Net agency efficiencies	(8.2)
Pension & OPEB (favorable investment earnings)	(12.3)
FY26 Draft Budget	\$336.3

Budget Summary by Expense Group/Division (\$ in Millions)

Group/Division	FY24 Actuals	FY25 Budget	FY26 Draft	Draft to Budget Variance	% Variance
Administrative Group	\$7.5	10.5	13.0	\$2.5	23.8%
Office of EEO	0.2	0.4	0.4	0.0	0.0%
Fiscal Management	4.4	5.4	5.5	0.1	1.9%
Human Resources*	5.1	5.0	6.8	1.8	36.0%
Innovation & Technology*	11.8	14.6	15.4	0.8	5.5%
Fleet & Facilities	61.5	60.7	68.7	8.0	13.2%
Non-Departmental*	48.9	63.7	52.8	(10.9)	(17.1%)
Transportation*	101.9	112.4	127.8	15.4	13.7%
Office of Small Business Enterprise (OSBE)	0.6	1.1	1.1	0.0	0.0%
Procurement	1.8	2.4	2.3	(0.1)	(4.2%)
Public Engagement Group*	12.1	15.8	14.3	(1.5)	(9.5%)
Planning & Development Group*	13.1	21.4	12.9	(8.5)	(39.7%)
Safety, Training & System Security*	10.4	14.1	15.3	1.2	8.5%
Total	\$279.3	327.5	336.3	\$8.8	2.7%

*Includes Lease Amortization and Subscription-Based Information Technology Arrangement (SBITA) expenses.

Authorized Positions by Group/Division

Group/Division	FY24 Actuals	FY25 Revised*	FY26 Draft	Draft to Budget Variance
Administrative Group	27	46	45	(1)
Fiscal Management**	44	49	50	1
Fleet & Facilities	518	512	513	1
Human Resources	28	30	30	0
Innovation & Technology	39	40	40	0
Office of EEO	2	2	2	0
Office of Small Business Enterprise (OSBE)	6	6	6	0
Procurement**	28	29	26	(3)
Public Engagement Group	131	121	121	0
Planning & Development Group	42	52	57	5
Safety, Training & System Security	190	190	197	7
Transportation	1,205	1,221	1,341	120
Total	2,260	2,298	2,428	130

*Includes FY25 mid-year adds

**Includes intradepartmental re-organization of 1 position in FY26

FY26 Proposed Net New Positions

Group/Division	Positions	Count
Transportation	Bus Operators	125
	Bus & Paratransit Supervisors	3
	Bus & Paratransit Dispatchers	2
Fleet & Facilities	Enterprise Asset Management Project Designer	1
Safety, Training & System Security	Transit Police Officers	7
Planning & Development Group	Project Manager – Special Projects	3
	Project Control Coordinator	1
	Director of Construction	1
Total FY26 New Positions		143
Reduced Vacant Positions (12 month or longer)		(13)
Total FY26 Net Added Positions		130

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FY26 – FY30 Five-Year Forecast



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FY15 – FY24 Financial History (\$ in Millions)

	FY15	FY24	CAGR
Sales Taxes	\$167.0	\$265.4	4.7%
Grants	27.0	50.9	6.5
Farebox	23.2	15.5	(4.0)
Other	(0.6)	27.0	N/M
Total Revenue	\$216.6	\$358.8	5.2%
Labor & Fringes	139.9	185.1	2.8
Services	12.7	27.7	8.1
Purchased Transportation	13.6	29.4	8.0
Material/Supplies, Fuel & Utilities	37.7	31.0	(1.9)
Other	3.9	6.1	4.6
Operating Expenses*	\$207.8	\$279.3	3.0%
Capital Spend	\$26.7	\$31.7	1.7%

*Operating expenses do not include depreciation.

Financial Model Assumptions (\$ in Millions)

	FY26	FY27	FY28	FY29	FY30	FY31-51
Sales Tax Total	\$298.9	329.0	343.7	361.2	\$379.5	
Sales Tax Growth Rate *	10.5	10.1	4.5	5.1	5.1	4.4%
Farebox Revenue	\$18.0	18.6	19.1	20.0	\$20.8	
Farebox Growth Rate	9.7%	3.4	2.9	4.4	4.3	3.5%
Operating Grant Revenue	\$60.6	51.8	52.2	49.4	\$50.4	
Operating Grant Growth Rate	(5.2%)	(14.5)	0.8	(5.4)	2.0	2.0%
Other Revenue **	16.7	12.3	9.7	6.0	5.8	
Other Revenue Growth Rate	(18.2%)	(26.3)	(20.8)	(38.5)	(3.6)	11.8%
Total Revenue	\$394.2	411.6	424.8	436.5	\$456.5	
Total Revenue Growth Rate	7.3%	4.4	3.2	2.8	4.6	4.3%
Operating Expenses	\$336.3	347.3	366.8	391.9	\$398.4	
Operating Expense Growth Rate***	6.8%	3.3	5.6	6.8	1.7	3.4%

* FY26/27 Sales Tax growth is higher due addition of ATD II

**Other Revenue is primarily investment income, which declines as cash reserves decline. Other Operating Income is set to a 2.0% annual growth rate.

***FY26 growth rates are when compared to the FY25 forecast.

Borrowing costs are 4.0%, Inflation is 3.0%, Cap Ex outside Revenue Vehicles projected at 3.5% in FY31-51

VIA MTA/ATD Capital Program Financial Projection – (\$ in Millions)

Capital Program Financial Projection	FY25F	FY26	FY27	FY28	FY29	FY30
Sales Taxes	\$270.6	298.9	329.0	343.7	361.2	\$379.5
Grants	63.1	60.6	51.8	52.2	49.4	50.4
Farebox	15.9	18.0	18.6	19.1	20.0	20.8
Other	39.2	16.7	12.5	10.2	6.8	6.9
Operating Revenue [A]	388.8	394.2	411.9	425.2	437.4	457.6
Operating - MTA	260.2	254.8	262.9	271.6	282.0	283.4
Operating - ATD	39.3	56.5	58.5	68.4	82.1	86.3
Leases/Amortization	22.3	25.0	25.9	26.8	27.7	28.7
Operating Expenses [B]	321.8	336.3	347.3	366.8	391.8	398.4
Net Revenues = [A-B]	67.0	57.9	64.6	58.4	45.6	59.2
Debt Service - MTA	13.0	13.0	13.0	15.9	18.1	10.8
Debt Service - ATD	7.6	7.6	7.6	10.2	11.6	11.6
Total Debt Service [C]	\$20.6	20.6	20.6	26.1	29.7	\$22.4
Debt Service Coverage Ratio (DSCR) = [A-B] / [C]	3.3x	2.8x	3.1x	2.2x	1.5x	2.6x
Total Reserves	\$418.5	438.6	247.4	164.9	159.1	\$169.2
Days Cash on Hand	497	514	280	177	159	167

- ☐ Debt Service Coverage Ratio meets VIA Management's threshold of 1.3x annually
- ☐ Cash remains above the board required 120 days annually (Stabilization Fund = 60 days; Working Capital Fund = 60 days)
- ☐ Financial performance with a capital spend of \$978.3 million over the next five years

Service Statistics
For VIA Fiscal Years Beginning October 1 and Ending September 30

VIA Fiscal		Actuals					Budget	Forecast	Budget	Forecast			
Year		2020	2021	2022	2023	2024	2025	2025	2026	2027	2028	2029	2030
Hours													
Bus													
	Line - MTA	1,416,262	1,297,039	1,149,695	1,132,994	1,166,714	1,223,623	1,236,164	1,296,878	1,338,936	1,373,825	1,423,112	1,492,626
	Line - ATD	311,514	298,073	286,463	294,244	308,779	317,336	303,274	301,181	320,206	332,875	353,050	359,683
	Line - ATD II	-	-	-	-	-	-	-	-	-	38,787	60,669	92,610
	Disaster Relief	-	-	-	-	-	-	-	-	40	40	40	40
	Special Events	2,818	324	3,553	7,286	6,549	7,775	9,123	8,620	8,620	8,620	9,720	8,620
	Promotional	2,590	6,117	1,140	209	626	220.00	281	380	380	380	380	380
	Subtotal	1,733,184	1,601,553	1,440,851	1,434,733	1,482,668	1,548,954	1,548,853	1,607,100	1,668,182	1,754,527	1,846,971	1,953,959
Van													
	Directly Operated	189,732	170,463	194,587	256,846	266,705	280,172	280,065	285,624	287,969	289,453	290,205	292,540
	Purchased	305,244	261,995	312,485	339,078	392,600	388,633	452,945	457,201	456,913	461,372	464,402	468,140
	Will Call Taxi	2,742	3,717	2,659	2,100	2,701	2,327	1,840	1,870	1,870	1,870	1,870	1,870
	Taxi Subsidy	10,252	6,161	4,333	2,621	2,483	2,312	2,419	2,548	2,548	2,548	2,548	2,548
	Taxi ADA	4,006	14,704	20,420	15,485	3,328	1,203	3,908	4,082	4,082	4,082	4,082	4,082
	Disaster Relief	630	-	-	-	-	-	-	-	-	-	-	-
	Subtotal	512,606	457,040	534,484	616,130	667,817	674,647	741,177	751,326	753,382	759,325	763,107	769,180
VIA Link													
	VIA Link - MTA	29,455	24,322	52,307	88,530	135,101	190,979	188,109	215,719	48,422	49,909	51,157	52,693
	VIA Link - ATD II	-	-	-	-	-	-	-	-	193,161	220,822	226,900	232,112
	Total	2,275,245	2,082,915	2,027,642	2,139,393	2,285,586	2,414,580	2,478,139	2,574,144	2,663,148	2,784,584	2,888,134	3,007,944
	Line Service Total	1,727,776	1,595,112	1,436,158	1,427,238	1,475,493	1,540,959	1,539,438	1,598,060	1,659,142	1,745,487	1,836,831	1,944,919
	% Change YoY								3.8%	3.8%	5.2%	5.2%	5.9%
Miles													
Bus													
	Line - MTA	19,468,742	18,144,796	15,873,412	15,145,121	14,686,420	15,932,985	16,239,922	16,994,613	17,756,265	18,385,772	18,683,819	19,555,391
	Line - ATD	5,134,727	4,934,559	4,920,525	4,908,191	4,929,571	5,229,527	4,897,815	4,985,465	5,344,225	5,612,979	5,949,705	6,088,634
	Line - ATD II	-	-	-	-	-	-	-	-	-	624,855	1,037,444	1,468,001
	Disaster Relief	3,921	-	-	-	-	-	-	-	280	280	280	280
	Special Events	34,793	3,384	29,215	64,476	69,010	70,080	88,315	75,690	75,690	75,690	89,690	75,690
	Promotional	10,131	21,097	3,025	1,020	1,922	1,100.00	1,155	1,775	1,775	1,775	1,775	1,775
	Subtotal	24,652,314	23,103,836	20,826,177	20,118,808	19,686,923	21,233,692	21,227,281	22,057,823	23,178,235	24,701,351	25,762,713	27,189,771
Van													
	Directly Operated	3,573,238	3,019,230	3,286,255	4,312,964	4,478,223	4,679,933	4,296,407	4,541,426	4,578,708	4,602,309	4,614,262	4,651,394
	Purchased	5,636,732	4,896,190	5,410,086	5,614,553	6,567,559	6,670,110	6,905,316	7,239,881	7,236,563	7,307,212	7,355,204	7,414,393
	Will Call Taxi	62,797	102,612	70,179	57,413	72,613	63,508	47,797	48,756	48,756	48,756	48,756	48,756
	Taxi Subsidy	117,850	86,904	63,863	41,913	38,090	37,201	36,766	38,434	38,434	38,434	38,434	38,434
	Taxi ADA	103,768	275,084	362,367	255,063	99,843	36,242.00	116,079	120,994	120,994	120,994	120,994	120,994
	Subtotal	9,494,385	8,380,020	9,192,750	10,281,906	11,256,328	11,486,994	11,402,365	11,989,490	12,023,455	12,117,705	12,177,650	12,273,971
VIA Link													
	VIA Link - MTA	395,377	317,784	613,799	1,160,743	1,823,958	2,596,252	2,154,931	2,791,254	629,491	648,822	665,038	685,005
	VIA Link - ATD II	-	-	-	-	-	-	-	-	2,440,219	2,693,282	2,758,777	3,017,187
	Total	34,542,076	31,801,640	30,632,726	31,561,457	32,767,209	35,316,938	34,784,577	36,838,567	38,271,399	40,161,160	41,364,178	43,165,934
	Line Service Total	24,603,469	23,079,355	20,793,937	20,053,312	19,615,991	21,162,512	21,137,737	21,980,078	23,100,490	24,623,606	25,670,968	27,112,026
	% Change YoY								4.0%	5.1%	6.6%	4.3%	5.6%
Passengers													
Bus													
	Line - MTA*	21,474,087	15,453,346	16,529,681	18,040,296	22,252,469	22,141,540	22,070,988	24,421,006	25,246,875	24,936,361	25,582,613	26,296,657
	Line - ATD*	5,546,046	3,996,288	4,570,880	5,497,455	6,722,356	7,197,229	7,047,337	6,656,072	6,989,071	7,117,124	7,537,632	7,680,489
	Line - ATD II*	-	-	-	-	-	-	-	-	-	995,980	1,575,466	2,400,049
	Disaster Relief	-	-	-	-	-	-	-	-	-	-	-	-
	Special Events	24,470	4,678	45,384	109,378	77,638	89,501	106,028	101,666	101,670	101,670	113,460	101,670
	Promotional	-	-	-	-	-	-	-	-	-	-	-	-
	Subtotal	27,044,603	19,454,312	21,145,945	23,647,129	29,052,463	29,428,270	29,224,353	31,178,744	32,337,616	33,151,135	34,809,171	36,478,865
Van													
	Directly Operated	292,783	237,471	308,316	424,159	441,201	465,085	472,056	479,849	483,788	486,282	487,545	491,468
	Purchased	417,598	334,327	452,178	474,765	544,694	591,926	615,744	618,896	619,041	625,093	629,199	634,262
	Will Call Taxi	7,346	11,140	7,304	6,273	6,758	6,226	4,352	4,452	4,452	4,452	4,452	4,452
	Taxi Subsidy	59,317	36,831	24,249	16,843	14,172	13,579	13,551	14,326	14,326	14,326	14,326	14,326
	Taxi ADA	9,185	21,034	32,250	29,668	5,767	2,423	7,527	7,842	7,842	7,842	7,842	7,842
	Subtotal	786,229	640,803	824,297	951,708	1,012,592	1,079,239	1,113,230	1,125,365	1,129,449	1,137,995	1,143,364	1,152,350
VIA Link													
	VIA Link - MTA	130,186	80,557	124,010	264,658	440,791	613,969	601,553	664,390	181,100	186,661	191,326	197,071
	VIA Link - ATD II	-	-	-	-	-	-	-	-	548,631	586,069	604,217	603,221
	Total	27,961,018	20,175,672	22,094,252	24,863,495	30,505,846	31,121,478	30,939,136	32,968,498	34,196,796	35,061,860	36,748,078	38,431,507
	Line Service Total	27,020,133	19,449,634	21,100,561	23,537,751	28,974,825	29,338,769	29,118,325	31,077,078	32,235,946	33,049,465	34,695,711	36,377,195
	% Change YoY								6.7%	3.7%	2.5%	5.0%	4.8%

*FY 2024 - FY 2030 service data reflects Automatic Passenger Counters (APC).

Financial Overview



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**Operating Budget Revenue and Expense Summary
By Cost Center**

	MTA				ATD				Total			
	FY 2024 <u>Actual</u>	FY 2025 <u>Budget</u>	FY 2025 <u>Forecast</u>	FY 2026 <u>Budget</u>	FY 2024 <u>Actual</u>	FY 2025 <u>Budget</u>	FY 2025 <u>Forecast</u>	FY 2026 <u>Budget</u>	FY 2024 <u>Actual</u>	FY 2025 <u>Budget</u>	FY 2025 <u>Forecast</u>	FY 2026 <u>Budget</u>
<u>Operating Revenues</u>												
Line	\$ 10,763,302	11,017,932	11,355,328	12,899,973	2,806,569	2,836,244	2,931,477	2,961,198	13,569,871	13,854,176	14,286,805	\$ 15,861,171
Robert Thompson Terminal	24,697	35,535	38,631	31,570	-	-	-	-	24,697	35,535	38,631	31,570
Special Events	35,685	36,057	32,991	37,679	-	-	-	-	35,685	36,057	32,991	37,679
Promotion	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal Bus Revenues	10,823,684	11,089,524	11,426,950	12,969,222	2,806,569	2,836,244	2,931,477	2,961,198	13,630,253	13,925,768	14,358,427	15,930,420
VIAtrans	1,750,142	1,890,426	1,919,627	1,939,481	-	-	-	-	1,750,142	1,890,426	1,919,627	1,939,481
VIA Link	74,591	103,068	99,627	101,901	-	-	-	-	74,591	103,068	99,627	101,901
Bus Advertising	416,574	500,000	500,000	510,000	-	-	-	-	416,574	500,000	500,000	510,000
Parking Lot Revenue	55,368	51,000	50,000	51,000	-	-	-	-	55,368	51,000	50,000	51,000
Real Estate Development	222,688	222,300	201,200	202,080	-	-	-	-	222,688	222,300	201,200	202,080
Miscellaneous	336,640	337,600	358,700	367,920	-	-	-	-	336,640	337,600	358,700	367,920
Total Operating Revenues	13,679,687	14,193,918	14,556,104	16,141,604	2,806,569	2,836,244	2,931,477	2,961,198	16,486,256	17,030,162	17,487,581	19,102,802
<u>Operating Expenses</u>												
Line	158,991,052	172,478,631	\$202,968,397	186,174,400	42,501,616	55,650,565	30,371,159	52,857,980	201,492,668	228,129,196	233,339,556	239,032,380
Robert Thompson Terminal	592,702	612,741	541,036	606,777	-	-	-	-	592,702	612,741	541,036	606,777
Other Special Events	260,353	365,394	372,679	495,798	-	-	-	-	260,353	365,394	372,679	495,798
Promotional Service	231,697	10,543	157,474	20,105	-	-	-	-	231,697	10,543	157,474	20,105
Subtotal Bus Expenses	160,075,804	173,467,309	204,039,586	187,297,080	42,501,616	55,650,565	30,371,159	52,857,980	202,577,420	229,117,874	234,410,745	240,155,061
VIAtrans	40,044,708	49,598,562	43,873,781	55,000,041	-	-	-	-	40,044,708	49,598,562	43,873,781	55,000,041
VIA Link	1,043,843	3,187,343	2,126,272	4,170,061	-	-	-	-	1,043,843	3,187,343	2,126,272	4,170,061
Vanpool	-	-	-	-	510,144	1,128,000	965,100	1,095,800	510,144	1,128,000	965,100	1,095,800
Real Estate Development	3,742	4,658	690	4,743	-	-	-	-	3,742	4,658	690	4,743
Leases	180,309	13,912	198,627	83,427	-	-	-	-	180,309	13,912	198,627	83,427
Business Development and Planning	10,108,939	15,599,843	9,945,830	11,570,925	4,823,982	8,979,472	7,963,623	2,544,472	14,932,921	24,579,315	17,909,453	14,115,397
Total Operating Expenses (Excl. Depr. & Amort.)	211,457,345	241,871,627	260,184,785	258,126,279	47,835,742	65,758,037	39,299,882	56,498,252	259,293,087	307,629,664	299,484,667	314,624,531
Amortization*	19,722,527	19,464,072	21,924,351	21,355,230	306,969	383,999	422,070	320,080	20,029,495	19,848,071	22,346,420	21,675,309
Total Operating Expenses (Excl. Depr.)	231,179,872	261,335,699	282,109,136	279,481,508	48,142,711	66,142,036	39,721,951	56,818,332	279,322,582	327,477,735	321,831,087	336,299,840
<u>Non-Operating Revenues/(Expenses)</u>												
Sales Tax	216,772,209	223,715,572	221,220,000	221,236,000	48,641,663	50,636,767	49,380,000	77,712,000	265,413,872	274,352,339	270,600,000	298,948,000
Investment Income	22,366,806	17,400,000	24,900,000	15,580,000	3,155,906	2,000,000	-	-	25,522,712	19,400,000	24,900,000	15,580,000
Bond Interest and Issuance	(2,243,542)	(3,214,749)	(3,214,749)	(2,161,646)	(2,430,101)	(6,541,155)	(6,541,156)	(6,814,837)	(4,673,643)	(9,755,904)	(9,755,905)	(8,976,483)
Interest Income	(1,940,692)	-	-	-	-	-	-	-	(1,940,692)	-	-	-
Gain / (Loss) on Sale of Assets	464,302	-	-	-	-	-	-	-	464,302	-	-	-
Grants	50,940,285	63,908,433	63,101,423	60,560,449	-	-	-	-	50,940,285	63,908,433	63,101,423	60,560,449
Intergovernmental Revenue	-	10,000,000	-	-	-	-	13,187,200	-	-	10,000,000	13,187,200	-
Total Non-Operating Revenues/(Expenses)	286,359,368	311,809,256	306,006,674	295,214,803	49,367,468	46,095,612	56,026,044	70,897,163	335,726,836	357,904,868	362,032,718	366,111,966
Net Income/(Loss) Before Depr.	\$ 68,859,183	64,667,474	38,453,643	31,874,899	4,031,326	(17,210,180)	19,235,569	17,040,029	72,890,510	47,457,295	57,689,212	\$ 48,914,927

* Includes Lease Amortization (AMT) and Subscription-Based Information Technology Arrangement (SBITA) expenses.

Expense Summary by Account

Account	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Operators Salaries and Wages	\$ 57,564,739	58,327,901	60,829,520	63,616,293	\$ 5,288,392	9%
Other Salaries and Wages	65,874,927	72,216,170	73,156,965	78,492,908	6,276,738	9%
Sick	3,987,531	4,581,088	4,045,107	5,045,453	464,365	10%
Holiday	6,035,450	6,414,416	6,485,954	7,094,892	680,476	11%
Vacation	6,522,255	6,674,016	6,346,137	6,976,844	302,828	5%
Other Paid Absence	311,893	492,234	550,470	544,954	52,720	11%
Salaries & Wages Total	140,296,796	148,705,825	151,414,154	161,771,344	13,065,519	9%
FICA	10,270,735	10,393,778	11,150,529	11,157,931	764,153	7%
Pension Plans	30,651,835	28,857,000	19,931,000	20,483,000	(8,374,000)	100%
Hospital, Medical and Surgical Plans	17,052,719	19,535,475	18,983,770	21,098,313	1,562,838	8%
Other Post Employment Benefits (OPEB)	(16,664,514)	7,651,000	7,134,060	3,755,000	(3,896,000)	(100%)
Life Insurance Plans	731,470	714,000	740,741	714,000	-	0%
Unemployment Insurance	66,645	100,000	212,043	100,000	-	0%
Worker's Compensation Insurance	752,396	700,000	614,947	700,000	-	0%
Uniform and Work Clothing Allowance	899,080	1,027,747	1,170,883	871,057	(156,690)	(15%)
Other Fringe Benefits	1,263,913	1,484,800	1,477,085	3,141,671	1,656,871	112%
Capital Labor Fringes	(229,498)	(395,537)	(342,334)	(337,638)	57,899	(15%)
Fringes Total	44,794,781	70,068,263	61,072,724	61,683,334	(8,384,929)	(12%)
Advertising Fees	611,252	1,030,400	1,464,315	1,041,400	11,000	1%
Professional and Technical Services	15,104,165	26,593,065	18,368,572	18,095,816	(8,497,249)	(32%)
Temporary Help	614,547	769,540	1,405,031	500,281	(269,259)	(35%)
Contract Maintenance Services	8,596,360	8,143,953	7,896,267	9,051,363	907,410	11%
Security Services	2,599	80,310	80,310	147,235	66,925	83%
Other Services	947,146	384,978	338,717	1,231,795	846,817	220%
IT Licenses & Subscription Services	1,871,933	2,990,090	2,693,957	3,442,673	452,583	15%
Fuel and Lubricants	2,591,797	2,743,679	2,738,508	5,987,183	3,243,504	118%
Tires and Tubes	1,264,597	1,281,930	1,281,930	1,564,810	282,880	22%
Other Materials and Supplies	21,460,432	19,082,451	21,866,040	17,805,072	(1,277,379)	(7%)
Utilities Other than Propulsion Power	3,356,996	3,234,904	4,123,685	2,876,439	(358,465)	(11%)
Utilities - Electric	67,058	902,226	46,147	902,226	-	(0%)
Casualty and Liability Costs	1,536,896	2,158,875	1,963,837	2,333,793	174,918	8%
Fuel and Lubricant Taxes	124,114	149,616	149,616	144,868	(4,748)	(3%)
Other Taxes	-	-	3,000	8,420	8,420	100%
Purchased Transportation	11,024,828	14,213,969	17,677,568	20,888,442	6,674,473	47%
Dues and Subscriptions	413,558	479,059	464,330	467,700	(11,359)	(2%)
Training and Meetings	1,209,432	1,763,277	1,833,080	1,209,078	(554,199)	(31%)
Employee Recognition	150,649	337,000	272,289	418,380	81,380	24%
Fines and Penalties	446	-	-	-	-	0%
Charitable Donations	-	-	-	131,000	131,000	100%
Bad Debt Expense	499,719	25,000	54,325	25,000	-	(0%)
Advertising/Promotion Media	2,130,839	1,872,375	1,495,751	2,297,975	425,600	23%
Other Miscellaneous Expenses	307,285	315,577	258,724	306,557	(9,020)	(3%)
Leases and Rentals	314,861	303,302	521,789	292,348	(10,954)	(4%)
Non-Labor Total	74,201,509	88,855,576	86,997,789	91,169,853	2,314,277	3%
Total Operating Expenses (excluding Amortization)	259,293,087	307,629,664	299,484,666	314,624,531	6,994,867	2%
Amortization	20,029,496	19,848,071	22,346,420	21,675,309	1,827,238	9%
Total Operating Expenses	\$ 279,322,582	327,477,735	321,831,087	336,299,840	\$ 8,822,105	3%

Operating Expenses by Group/Division Summary

	FY 2024	FY 2025	FY 2025	FY 2026	Budget to	%
	Actual	Budget	Forecast	Budget	Budget	Variance
<u>Administrative Group</u>						
Responsibility: President/CEO						
President/CEO & Administration	\$ 900,287	940,134	1,320,674	1,405,729	\$ 465,595	50%
VIA Board	48,072	95,550	90,047	95,550	-	0%
Operations Administration	-	381,046	538,943	619,053	238,007	62%
Business Support Services Administration	511,061	538,860	608,859	690,816	151,956	28%
Government & Community Relations	1,522,702	2,006,857	1,919,486	3,202,636	1,195,779	60%
Audit	852,598	1,103,847	1,040,175	1,138,347	34,500	3%
Legal Services	3,739,987	5,440,873	4,761,848	5,918,256	477,383	9%
Subtotal	7,574,707	10,507,167	10,280,032	13,070,387	2,563,220	24%
<u>Public Engagement Group</u>						
Responsibility: Senior VP Public Engagement						
Public Engagement Administration	515,328	1,550,205	930,537	540,939	(1,009,266)	(65%)
Customer Experience & Sales	5,916,413	8,378,448	7,853,231	7,873,272	(505,176)	(6%)
Marketing	3,897,008	4,115,255	4,089,095	4,612,247	496,992	12%
Communications	1,739,584	1,724,531	1,856,840	1,261,718	(462,813)	(27%)
Subtotal	12,068,334	15,768,439	14,729,703	14,288,176	(1,480,262)	(9%)
<u>Operations Group</u>						
Responsibility: Deputy CEO						
Transportation	101,926,108	112,384,460	120,218,633	127,762,099	15,377,639	14%
Safety, Training, & System Security	10,403,009	14,106,814	12,371,182	15,318,552	1,211,738	9%
Fleet & Facilities	61,525,428	60,666,053	66,104,605	68,650,220	7,984,167	13%
Subtotal	173,854,546	187,157,327	198,694,420	211,730,871	24,573,544	13%
<u>Business Support Services Group</u>						
Responsibility: CAO						
Office of Equal Employment Opportunity	164,322	407,679	307,310	412,751	5,072	1%
Office of Small Business Enterprise	611,806	1,077,860	1,018,185	1,116,684	38,824	4%
Fiscal Management	4,358,840	5,438,032	5,346,483	5,483,180	45,148	1%
Non-Departmental	48,873,965	63,735,295	54,541,500	52,833,748	(10,901,547)	(17%)
Human Resources	5,090,177	5,039,550	4,796,248	6,802,901	1,763,351	35%
Innovation & Technology	11,827,692	14,600,460	15,025,960	15,394,035	793,575	5%
Procurement	1,803,333	2,361,921	2,121,374	2,269,967	(91,954)	(4%)
Subtotal	72,730,135	92,660,797	83,157,060	84,313,266	(8,347,530)	(9%)
<u>Planning & Development Group</u>						
Responsibility: Senior VP Development Officer						
Planning & Development Administration	926,977	1,489,477	1,001,104	442,463	(1,047,014)	(70%)
Strategic Planning & Special Projects	7,986,961	14,695,063	9,586,055	6,546,247	(8,148,816)	(55%)
Service Planning & Scheduling	2,116,783	2,412,205	1,975,328	2,027,594	(384,611)	(16%)
Construction	2,064,139	2,787,260	2,407,384	3,880,836	1,093,576	39%
Subtotal	13,094,860	21,384,005	14,969,871	12,897,140	(8,486,866)	(40%)
Total Operating Expenses	\$ 279,322,582	327,477,735	321,831,087	336,299,840	\$ 8,822,105	3%

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Operating Detail



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Introduction to the Detail by Group/Division Section

The following section provides details on the groups, divisions and departments within VIA Metropolitan Transit. The groups consist of Administrative, Public Engagement, Operations, Business Support Services, and Planning & Development. The table below lists the Groups and Divisions.

Administrative Group

- President/CEO & Administration
- VIA Board
- Operations Administration
- Business Support Services Administration
- Government & Community Relations
- Audit
- Legal Services

Public Engagement Group

- Public Engagement Administration
- Customer Experience & Sales
- Marketing
- Communications

Operations Group

- Transportation
- Safety, Training, & System Security
- Fleet & Facilities

Business Support Services Group

- Office of Equal Employment Opportunity (EEO)
- Office of Small Business Enterprise (OSBE)
- Fiscal Management
- Non-Departmental
- Human Resources
- Innovation & Technology
- Procurement

Planning & Development Group

- Planning & Development Administration
- Strategic Planning & Special Projects
- Service Planning & Scheduling
- Construction

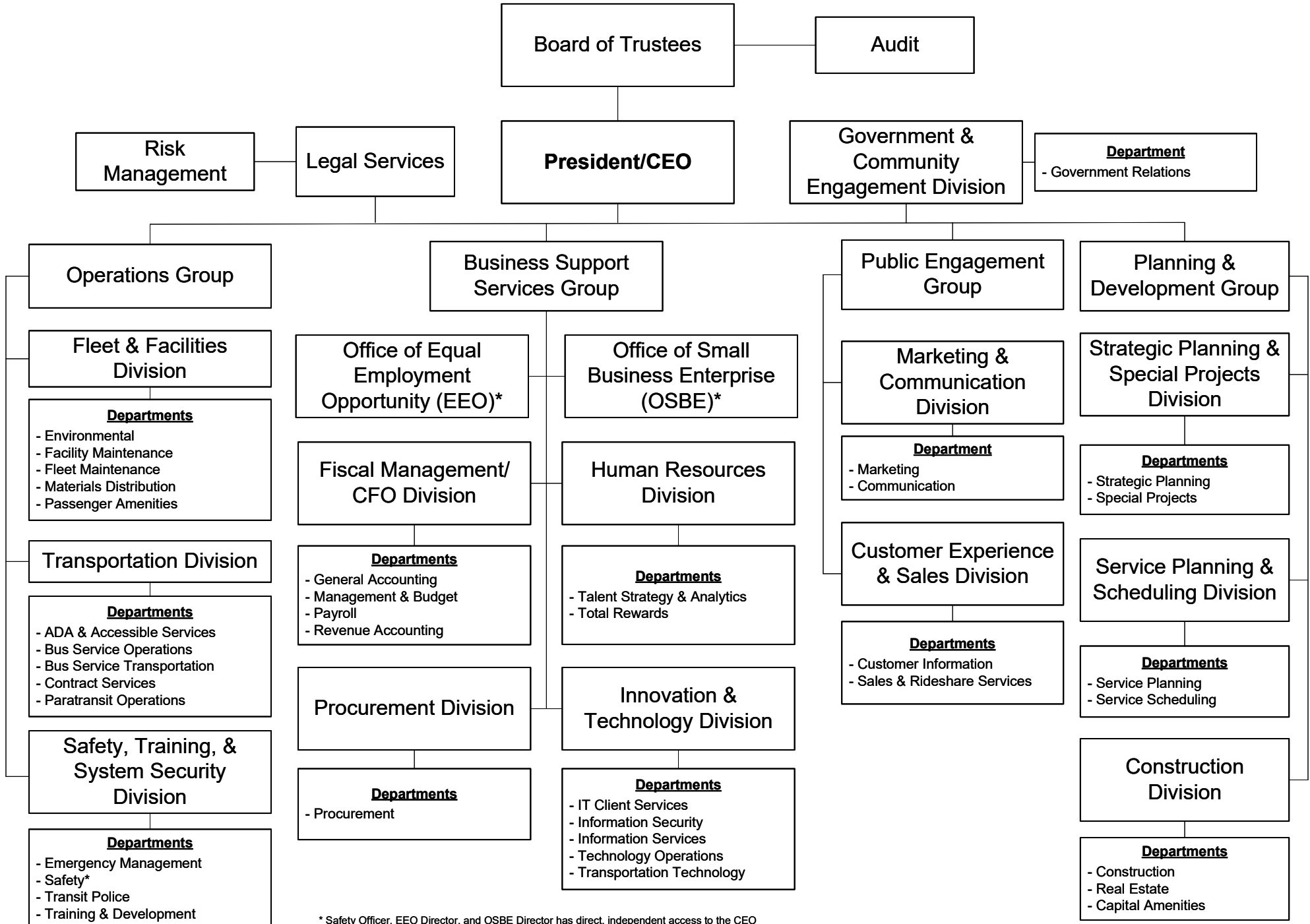
The section includes:

- Group/Division Overview
- FY 2026 Goals & Objectives
- Group/Division Budget
 - VIA's budget is shown by expense category including labor & fringes, services, materials & supplies, and other expenses.
 - The budgets are presented in six columns for comparison purposes, which includes FY 2024 Actual expenses, the FY 2025 Adopted Budget, the FY 2025 Forecast, the FY 2026 Draft Budget, and the dollar and percent variances between the FY 2025 and the FY 2026 budget.
 - Group/Division Authorized Position Detail includes authorized positions and full-time equivalents.

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VIA METROPOLITAN TRANSIT ORGANIZATIONAL CHART

October 1, 2025 – September 30, 2026



* Safety Officer, EEO Director, and OSBE Director has direct, independent access to the CEO

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Administrative Group

The Administrative Group consists of the President/CEO, VIA Board, Operations Administration, Business Support Services Administration, Government & Community Relations (GCR), Audit, and Legal Services. The Administrative Group is responsible for decision-making and overall direction of the agency, executing policies of the Board of Trustees.



Expense Category and Positions by Group/Division
 President/CEO & Administrative

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$635,445	648,717	996,461	1,001,839	\$353,122	54%
Services	16,729	61,818	100,368	175,000	113,182	183%
Materials & Supplies	2,641	3,400	6,200	20,000	16,600	488%
Other	245,472	226,199	217,645	208,890	(17,309)	(8%)
Total (Before Amortization)	900,287	940,134	1,320,674	1,405,729	465,595	50%
Amortization	0	0	0	0	0	0%
Grand Total	\$900,287	940,134	1,320,674	1,405,729	\$465,595	50%
Authorized Positions	3	3	5	5	2	67%
Full-Time Equivalents	3.00	3.00	5.00	5.00	2.00	67%



Expense Category and Positions by Group/Division

VIA Board

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Services	\$15,104	39,950	28,575	39,950	\$0	0%
Materials & Supplies	5,693	3,000	8,872	3,000	0	0%
Other	27,275	52,600	52,600	52,600	0	0%
Total (Before Amortization)	48,072	95,550	90,047	95,550	0	0%
Amortization	0	0	0	0	0	0%
Grand Total	\$48,072	95,550	90,047	95,550	\$0	0%
Authorized Positions	0	0	0	0	0	0%
Full-Time Equivalents	0.00	0.00	0.00	0.00	0.00	0%



Expense Category and Positions by Group/Division

Operations Administration

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$0	369,554	527,451	602,003	\$232,449	63%
Materials & Supplies	0	1,192	1,192	1,250	58	5%
Other	0	10,300	10,300	15,800	5,500	53%
Total (Before Amortization)	0	381,046	538,943	619,053	238,007	62%
Amortization	0	0	0	0	0	0%
Grand Total	\$0	381,046	538,943	619,053	\$238,007	62%
Authorized Positions	0	2	3	3	1	50%
Full-Time Equivalents	0.00	2.00	3.00	3.00	1.00	50%

* FY 2025 Reorganization from Business Support Services Administration department.



Expense Category and Positions by Group/Division
 Business Support Services Administration

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$472,914	364,397	464,396	544,952	\$180,555	50%
Services	33,939	160,000	130,000	114,851	(45,149)	(28%)
Materials & Supplies	244	1,328	1,328	6,328	5,000	377%
Other	3,964	13,135	13,135	24,685	11,550	88%
Total (Before Amortization)	511,061	538,860	608,859	690,816	151,956	28%
Amortization	0	0	0	0	0	0%
Grand Total	\$511,061	538,860	608,859	690,816	\$151,956	28%
Authorized Positions	2	2	3	3	1	50%
Full-Time Equivalents	2.00	2.00	3.00	3.00	1.00	50%

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Government & Community Relations (GCR) Department

Government & Community Relations is responsible for all of VIA's government, community relations and public involvement efforts. We are working daily to establish a significant community presence and ensure widespread and inclusive public involvement. This division is the lead on all governmental and community outreach, from the White House and U.S. Senate to Neighborhood Association Presidents, we create strong partnerships and positive working relationships with elected officials, community organizations, public and private sector partners, other key stakeholders and the traveling public to share information and ultimately, foster support for public transportation throughout the region. This division is responsible for creating all our Government Affairs materials and we help create, share, plan and disseminate the agency's Community Relations messages to a variety of audiences using different approaches and mediums. On all projects at VIA, we have been working on close to \$200 Million dollars in new funding over the last year.

GCR Goals & Objectives

- **Customers**

- Enhance the rider experience and promote transit as a preferred mobility option.
 - Public Outreach for ART Projects: Conduct extensive community outreach regarding the construction and implementation of the ART Green Line and other KSAM projects, addressing community concerns and minimizing disruptions that impact customer travel.
 - Promote Understanding of KSAM Benefits: Clearly communicate to customers the benefits of the KSAM plan, including improved frequency, reliability, travel times, and expanded service areas, which directly enhance their service.
 - Gather Public Feedback: Establish and store sentiment for public input on service changes, project development and construction.
 - Increase Awareness of Service Improvements: Publicize new routes, expanded hours, and increased frequency to encourage ridership across all VIA services (fixed-route, VIA trans, VIA Link), making customers aware of their improved options.
 - Promote Integrated Mobility Solutions: Communicate and educate on upcoming integrated app development and expanded payment options to improve rider convenience and access to services.

- **Community**

- Foster strong relationships and partnerships with the diverse communities VIA serves, building and maintaining trust and support for transit initiatives.
 - Community Engagement for KSAM Implementation: Lead public information campaigns and engagement events to ensure broad community understanding and support for the entire "Keep San Antonio Moving" plan.
 - Enhance Accessibility Initiatives: Promote and gain community support for efforts to improve accessibility for seniors and individuals with disabilities, ensuring services meet the needs of all community members.
 - Collaborate with Local Governments: Maintain strong working relationships with the City of San Antonio and Bexar County to ensure alignment of transportation goals and coordinate on projects and funding that benefit the wider community.
 - Highlight VIA's Economic Impact: Showcase VIA's role in connecting people to jobs, create messaging, supporting economic vitality, and fostering community growth and development.
 - Education: Employ Social-Emotional Learning (SEL) to deliver future results to VIA . SEL aims to develop five core competencies: Self-Awareness, Self-Management, Social Awareness, Relationship Skills, and Responsible Decision-Making.

GCR Goals & Objectives

- **Workforce**

- Support a strong, skilled, and engaged workforce through external partnerships and recognition.
 - Recognize Employee Contributions: Through public relations and community events, highlight the essential role of VIA's workforce in serving the community.

- **Financial & Organizational Excellence**

- Secure and optimize funding to ensure the long-term financial sustainability and growth of VIA's transit network.
 - Secure Capital Investment Grants (CIG) Funding: Continue to advance ART projects through the FTA CIG program, aiming to secure recommended funding amounts and additional support, which are critical financial injections. Example: Listed in the "Big Beautiful Bill" for full funding for Silver Line.
 - Diversifying Financial Resources: Identify general strategies employed by public transit agencies to diversify their financial resources beyond traditional funding models. Explore the various ways federal government grant opportunities can contribute to or enable the diversification funding.
 - Advocate for Formula Grants: Work with federal partners to ensure continued and increased funding through Transit Formula Grants to support core transit programs, capital improvements, and operating support.
 - Optimize Local Sales Tax Revenue: Effectively manage and leverage the voter-approved 1/8-cent sales tax reallocation beginning in 2026 to maximize its financial impact on transit services and infrastructure.
 - Monitor and Respond to Federal Legislation (Financial Focus): Stay abreast of federal transportation legislation and appropriations processes to identify new funding opportunities and advocate for VIA's financial interests.
- Demonstrate high standards of governance, transparency, and strategic planning in all operations and external relations.
 - Advance the "Keep San Antonio Moving" Plan: Serve as a primary communicator and advocate for the KSAM plan, ensuring consistent messaging and coordination across all stakeholders, demonstrating strategic execution.
 - Enhance Public Trust and Engagement (Organizational Focus): Maintain transparency and foster strong relationships with all stakeholders (local, state, federal, public), building credibility and trust in VIA's operations and decision-making.
 - Strengthen Relationships with Government Entities (Collaborative Excellence): Ensure seamless collaboration and communication with federal agencies (FTA, TxDOT) and local governments to streamline project approvals, funding flows, and policy alignment, demonstrating efficient and effective inter-organizational work.
 - Effective Stakeholder Management: Proactively identify, engage, and manage relationships with all relevant stakeholders to ensure smooth project implementation and continued support for VIA's mission, reflecting robust organizational processes.



Expense Category and Positions by Group/Division

Government & Community Relations

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$897,897	1,149,297	1,100,084	1,347,326	\$198,029	17%
Services	563,862	663,560	663,560	1,688,560	1,025,000	154%
Materials & Supplies	22,723	87,500	87,500	87,500	0	0%
Other	38,220	106,500	68,342	79,250	(27,250)	(26%)
Total (Before Amortization)	1,522,702	2,006,857	1,919,486	3,202,636	1,195,779	60%
Amortization	0	0	0	0	0	0%
Grand Total	\$1,522,702	2,006,857	1,919,486	3,202,636	\$1,195,779	60%
Authorized Positions	11	15	15	15	0	0%
Full-Time Equivalents	11.00	15.00	15.00	15.00	0.00	0%

Audit Department

The Audit Department (Audit) provides independent assurance and management advisory services designed to mitigate VIA's risks, add value to the organization, and improve VIA's operational processes. Audit services also include oversight of procurement protests as well as investigations related to ethics violations and fraud waste and abuse. Working in partnership with management, auditors provide the Board, the Audit Committee, and VIA management with assurance that risks are mitigated and that the VIA governance process is strong and effective.

The department is responsible for planning and implementing a comprehensive program of internal audits of various functions and activities within VIA, while taking into account the available means and resources allocated to the Department. To fulfill these responsibilities, Audit staff are authorized to have full, free, and unrestricted access to all VIA functions, records, property, and personnel.

The department is also responsible for coordinating, facilitating, and monitoring VIA's annual independent audit as well as other audits, inspections and reviews conducted by external agencies. Serving as VIA's point of contact on these matters, the department monitors the development and implementation of corrective action plans and provides feedback to VIA's management and Board of Trustees.

Audit Goals & Objectives

- Provide audits, advisory services, investigations and external review coordination to assist management and VIA's Board in its initiatives (direct and indirect).
- **Customers, Community, Workforce, and Financial & Organizational Excellence**
 - Develop and execute the Board approved, annual **Audit Resource Plan** for the fiscal year 2026. Audit results and recommendations will be provided to management and VIA's Audit Committee for consideration and/or implementation.
 - Support VIA in identifying risks (mitigated or unmitigated) related to VIA's ability to achieve its success outcomes for FY2026.
 - Provide fair, reasonable, and objective investigations related to allegations that could violate VIA's Fraud, Waste & Abuse or Code of Ethics policies.
 - Coordinate all external reviews for the agency. Examples include FTA Triennial review, Annual External Audits (Financial, Single, NTD, Pension, OPEB), DPS reviews, FTA Drug & Alcohol reviews, various other oversight and compliance reviews or audits conducted by outside entities.



Expense Category and Positions by Group/Division

Audit

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$694,308	824,593	800,520	862,970	\$38,377	5%
Services	140,496	260,284	220,685	260,000	(284)	(0%)
Materials & Supplies	569	3,320	3,320	3,000	(320)	(10%)
Other	17,225	15,650	15,650	12,377	(3,273)	(21%)
Total (Before Amortization)	852,598	1,103,847	1,040,175	1,138,347	34,500	3%
Amortization	0	0	0	0	0	0%
Grand Total	\$852,598	1,103,847	1,040,175	1,138,347	\$34,500	3%
Authorized Positions	7	7	7	7	0	0%
Full-Time Equivalents	7.00	7.00	7.00	7.00	0.00	0%

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Legal Services

The Legal Services Division is responsible for providing legal advice and support for VIA Metropolitan Transit and the Advanced Transportation District (ATD). Legal Services provides legal advice and opinions to management and the Board of Trustees, drafts legal documents, and coordinates/supervises the representation for any client Division requiring legal services. Legal Services also provides ethics advisory opinions to members of the Board or employees who require an interpretation of the Code of Ethics.

In an effort to reduce claim/litigation costs, Legal Services assists the Risk Management Department with claims management and provides legal advice and litigation support for tort claims matters. Legal Services also coordinates and supervises the services provided to VIA and the ATD by outside law firms.

Legal Services Goals & Objectives

- **Customers**

- Identify, control, and manage potential public liability risk exposures, related claims and effectively minimize the cost of accidental losses.
 - Maintain effective claims handling and litigation support protocols.

- **Workforce**

- Identify, control, and manage potential public liability risk exposures, related claims and effectively minimize the cost of accidental losses.
 - Work with Safety and other departments to improve and prevent conditions that may increase VIA's public liability exposure.
- Risk Management participates in new employee orientation classes to provide information and guidance related to:
 - Potential liability exposure, mitigation strategies and the implementation of safety measures.
 - Proper and effective completion of VIA's Accident/Incident forms.

- **Financial & Organizational Excellence**

- Effectively manage the payments paid to legal firms assisting with VIA legal matters.
 - Closely monitor use of legal firms and spending.
 - Take steps to establish and maintain a cooperative working relationship and proactively maintain payments to legal firms for non-specialized matters at or below the budgeted amount.
- Identify, control, and manage potential public liability risk exposures, related claims and effectively minimize the cost of accidental losses.
 - Analyze various categories of risk and determination of the extent to which each is or can be insured.
 - Maintain effective claims handling and litigation support protocols.
- Legal provides legal advice and input for existing and new VIA board policies, management programs and procedures.
 - Assist to develop, maintain and update policies and procedures which adhere to local, state and federal laws.
 - Provide clear and effective guidance to support communication, definition and implementation of established policies and procedures.



Expense Category and Positions by Group/Division

Legal Services

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$1,275,254	1,507,241	1,432,342	1,462,800	(\$44,441)	(3%)
Services	1,001,615	1,854,179	1,277,049	2,022,074	167,895	9%
Materials & Supplies	1,448	3,446	1,273	3,446	0	0%
Casualty & Liability	1,386,546	1,978,875	1,963,837	2,333,792	354,917	18%
Other	75,124	97,132	87,347	96,144	(988)	(1%)
Total (Before Amortization)	3,739,987	5,440,873	4,761,848	5,918,256	477,383	9%
Amortization	0	0	0	0	0	0%
Grand Total	\$3,739,987	5,440,873	4,761,848	5,918,256	\$477,383	9%
Authorized Positions	13	13	13	12	(1)	(8%)
Full-Time Equivalents	12.50	12.50	12.50	12.00	(0.50)	(4%)

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Public Engagement Group

The Public Engagement Group (PEG) develops strategy, manages, and coordinates engagement with the public, customers, Board of Trustees, senior executive staff, and other internal and external stakeholders. PEG leads efforts to increase ridership, support recruitment and retention initiatives, promote the VIA brand, and track consumer data.

PEG staff provides executive oversight of all communications, marketing and promotional activities, community engagement, media relations, and leads the overall customer experience for the agency. This includes strategic communications and outreach supporting major agency initiatives and organizational goals.

The group oversees working relationships and communications with multiple external entities and audiences through public outreach efforts, media relations, public information programs and initiatives, advertising, social media, web content, thought leadership, passenger information outlets, program sales and adoption, and other activities.

PEG is also responsible for special projects at the direction of the CEO, coordinates and troubleshoots high-level issues of a sensitive nature, and assists in fulfilling the goals and objectives of the CEO.



Expense Category and Positions by Group/Division

Public Engagement Administration

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$490,523	450,380	606,812	341,821	(\$108,559)	(24%)
Services	0	1,050,000	262,500	173,905	(876,095)	(83%)
Materials & Supplies	5,137	8,600	20,000	3,600	(5,000)	(58%)
Other	19,668	41,225	41,225	21,613	(19,612)	(48%)
Total (Before Amortization)	515,328	1,550,205	930,537	540,939	(1,009,266)	(65%)
Amortization	0	0	0	0	0	0%
Grand Total	\$515,328	1,550,205	930,537	540,939	(\$1,009,266)	(65%)
Authorized Positions	2	3	2	2	(1)	(33%)
Full-Time Equivalents	2.00	3.00	2.00	2.00	(1.00)	(33%)

Customer Experience & Sales Goals & Objectives

- **Customers**

- Enhance the customer experience by ensuring that service information is available in a timely manner and customer facing technology meets the customers' needs.
- Procure a telephony system that includes a CRM platform to effectively optimize the customer experience
- Integrate customer databases into one centralized system that is available to user departments and serves as the source of information for the customer's experience and relationship to VIA regarding trip planning, fare platforms used, travel patterns, service alerts, etc.

- **Community**

- Continue to proactively engage with the business community and area employers to awareness of VIA services and increase ridership.
- Present VIA services to the community in a meaningful way to highlight the importance of public transportation.

- **Workforce**

- Ensure that VIA's workforce is aware of customer facing programs and initiatives to serve as VIA ambassadors in the community.
- Ensure that the Customer Experience team is equipped with information and tools to effectively assist current and future customers.

- **Financial & Organizational Excellence**

- Continue utilization of data to optimize our contact center productivity and elevate the customer's experience.
- Ensure successful implementation of the Genfare Farebox initiative (Phase II), including customer adoption of new fare payment platforms that includes fare-capping.



Expense Category and Positions by Group/Division

Customer Experience & Sales

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$4,572,176	5,123,509	4,946,602	4,900,182	(\$223,327)	(4%)
Services	493,729	1,390,455	1,325,060	1,218,881	(171,574)	(12%)
Materials & Supplies	317,774	644,737	530,926	527,687	(117,050)	(18%)
Purchased Transportation	287,390	900,000	930,000	1,080,000	180,000	20%
Casualty & Liability	150,350	180,000	0	0	(180,000)	(100%)
Other	94,994	139,747	120,643	146,522	6,775	5%
Total (Before Amortization)	5,916,413	8,378,448	7,853,231	7,873,272	(505,176)	(6%)
Amortization	0	0	0	0	0	0%
Grand Total	\$5,916,413	8,378,448	7,853,231	7,873,272	(\$505,176)	(6%)
Authorized Positions	101	102	102	102	0	0%
Full-Time Equivalents	99.00	100.00	100.00	100.00	0.00	0%

Marketing Goals & Objectives

- **Customers**

- Promote the Ridership campaign to increase awareness and reinforce the value of public transportation.
- Invest in segmented marketing campaigns that speak directly to distinct audiences (commuters, students, job-seekers, healthcare access).
- Promote service innovation and new features — from the Keep SA Moving initiatives to new payment options — to drive interest and boost loyalty.
- Strengthen the digital experience through an updated website and social media that informs, inspires, and makes riding easier.
- Improve customer service visibility and tools — helping riders navigate the system, solve problems quickly, and enjoy the best journey possible.
- Continue to use Voice of Customer feedback to inform improvement opportunities, build trust with customers and add value to the community

- **Community**

- How Goals and Objectives Are Aligned with Transit and Community Needs
- Delivering data-driven decision and actionable insights that shape marketing strategies based on real rider behavior and community needs. Ensure messaging supports major initiatives, like service expansions or fare changes, while reinforcing trust in VIA as a brand.
- Campaigns that include priorities uncovered through research and public feedback, and translated into clear, engaging, and culturally relevant communications.
- Supporting other divisions with brand-consistent materials, signage, and messaging. This ensures consistency and impact across all customer touchpoints.
- Closed-Loop Performance Monitoring- analyze engagement and refine tactics in real time—ensuring that our outreach is not only reaching people but also converting interest into action and ridership.

- **Workforce**

- Promote the Recruitment campaign to increase the operator workforce to deliver the service.
- Invest in segmented marketing campaigns that reaches qualified candidates through targeted digital ads, social media, job boards, and community partnerships.
- Highlight the value of operator careers with messaging that emphasizes purpose, stability, and impact making VIA as the employer of choice.
- Tightly integrate HR and marketing strategies to ensure brand consistency and efficiency across external and internal recruitment channels.
- Support retention through internal campaigns that reinforce employee pride, celebrate milestones, and promote a strong workplace culture.



Expense Category and Positions by Group/Division

Marketing

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$705,365	934,830	867,476	1,055,747	\$120,917	13%
Services	1,003,128	1,237,425	1,651,168	1,219,000	(18,425)	(1%)
Materials & Supplies	18,088	29,250	14,625	6,250	(23,000)	(79%)
Other	2,170,427	1,913,750	1,555,826	2,331,250	417,500	22%
Total (Before Amortization)	3,897,008	4,115,255	4,089,095	4,612,247	496,992	12%
Amortization	0	0	0	0	0	0%
Grand Total	\$3,897,008	4,115,255	4,089,095	4,612,247	\$496,992	12%
Authorized Positions	8	9	11	11	2	22%
Full-Time Equivalents	8.00	9.00	11.00	11.00	2.00	22%

Communications Goals & Objectives

- **Customers**

- Deliver customer engagement events around new capital projects.
- Continue VIAtrans tele-town hall series to educate paratransit customers and caregivers on VIA services.

- **Community**

- Host three tele-town halls to keep community informed of VIA's work to increase service and access to transit.
- Position VIA as a utility within the community, leveraging earned media (commentary pieces + SME placement).

- **Workforce**

- Grow Internal Communications Team to centralize and streamline communications and increase volume of content.
- Launch agency-wide Internal Communications app.
- Expand employee engagement through communications and events.
- Continue executing thought leadership and communications that effectively deliver VIA's brand identity and messages while conveying the value and benefits of VIA's products and services.
- Develop and deploy SEMT brand identity.

- **Financial & Organizational Excellence**

- Revamp VIA Sponsorship Program, aligning with VIA's pillars and reducing spending.
- Expand VIA Cares program.
- Provide counsel and direction to VIA teams and consultants on outreach strategies and tactics regarding the Green and Silver lines and other KSAM/VIA initiatives.



Expense Category and Positions by Group/Division

Communications

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$785,734	1,060,527	685,277	654,542	(\$405,985)	(38%)
Services	157,445	246,400	195,974	350,089	103,689	42%
Materials & Supplies	300,382	244,300	500,000	4,350	(239,950)	(98%)
Leases & Rentals	2,300	0	0	0	0	0%
Other	493,723	173,304	475,589	195,257	21,953	13%
Total (Before Amortization)	1,739,584	1,724,531	1,856,840	1,204,238	(520,293)	(30%)
Amortization	0	0	0	57,480	57,480	0%
Grand Total	\$1,739,584	1,724,531	1,856,840	1,261,718	(\$462,813)	(27%)
Authorized Positions	9	9	6	6	(3)	(33%)
Full-Time Equivalents	9.00	9.00	6.00	6.00	(3.00)	(33%)

Operations Group

Transportation Division

The Transportation Division is responsible for providing safe, courteous, reliable, efficient, and effective transportation to the public. The division directs a large group of vehicle operators, supervisors, management, and administrative personnel to support and provide the highest quality service.

The Transportation Division is responsible for fixed-route, paratransit and microtransit (VIA Link) service and related budgets. VIA's paratransit system "VIAtrans" includes both directly operated and contract resources, and also provides a taxi subsidy program for eligible VIAtrans customers. The ADA and Accessible Services department is also under the supervision of the Transportation Division.

Transportation Goals & Objectives

- **Customers**

- Continue to improve the customer experience by enhancing a customer-focused approach by Operators and Supervisors.
- Improve issue resolution and feedback process for CAFs.

- **Community**

- Improve community engagement for tele-townhall meetings.
- Improve ADA/Older Adults outreach through community engagement events.

- **Workforce**

- Increase Operator engagement for retention and career paths.
- Continue and improve involvement with Operator Fantasy League.

- **Financial & Organizational Excellence**

- Improve cost efficiencies through improved software, Extraboard usage and attendance.
- Continue to improve cross-departmental collaboration and communication.



Expense Category and Positions by Group/Division

Transportation

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$72,306,292	79,818,198	83,670,870	88,447,503	\$8,629,305	11%
Services	881,315	1,077,824	843,515	696,167	(381,657)	(35%)
Materials & Supplies	112,637	253,202	361,686	222,598	(30,604)	(12%)
Purchased Transportation	10,737,438	13,313,969	16,747,568	19,808,442	6,494,473	49%
Leases & Rentals	0	1,200	19,200	1,200	0	0%
Other	125,795	221,457	197,162	207,557	(13,900)	(6%)
Total (Before Amortization)	84,163,477	94,685,850	101,840,001	109,383,467	14,697,617	16%
Amortization	17,762,631	17,698,610	18,378,632	18,378,632	680,022	0%
Grand Total	\$101,926,108	112,384,460	120,218,633	127,762,099	\$15,377,639	14%
Authorized Positions	1,205	1,220	1,221	1,341	121	10%
Full-Time Equivalents	1,160.00	1,178.00	1,179.00	1,298.50	120.50	10%

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Safety, Training, & System Security (STSS) Division

The Safety, Training, & System Security (STSS) Division is responsible for management of the agency's safety and security in normal conditions and during times of emergencies. STSS is responsible for the day-to-day management of the agency's safety, security and the training and development of VIA operators and Fleet and Facilities employees. The division has the responsibility to develop, implement and maintain the VIA Emergency Management Plan. The division oversees all emergency response activities, as well as develops and implements specific emergency response procedures of the Emergency Management Plan.

STSS Goals & Objectives

- Maintain the overall class test score average 90%
- Incentivize/reward excellent attendance and performance
- Implement monthly instructor/associate performance improvement coaching sessions with leadership
- Improve the DPS testing pass/success rate by 5%
- Increase coaching/counseling individual check-in sessions with instructors to a bi-weekly basis
- Instructor train the trainer twice a year
- Implement a “customer service challenge” competition for each class
- **Customers**
 - Elevate service quality (customer delight and safety campaigns)
 - Law enforcement partnerships, Elerts customer connectivity, customer assistance campaigns (police/supervisors)
 - Increase system security presence and visibility to demonstrate our commitment to safe and secure service
- **Community**
 - Lead and coordinate the agency’s emergency preparedness/response and resiliency through table top and large scale exercises
 - ART station/platform readiness/response team best practices preparedness program
- **Workforce**
 - Training and mentor: Strengthen quality operational standards (organizational)
 - Ensure safe working and operating practices for all VIA employees
 - Strengthen the education of VIA’s FTA Drug and Alcohol program



Expense Category and Positions by Group/Division
 Safety, Training, & System Security

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$9,721,998	12,406,449	11,211,448	13,444,399	\$1,037,950	8%
Services	265,224	758,428	639,651	978,142	219,714	29%
Materials & Supplies	360,830	641,963	311,166	610,215	(31,748)	(5%)
Leases & Rentals	0	(9,626)	0	(9,626)	0	0%
Other	54,957	219,277	208,917	205,099	(14,178)	(6%)
Total (Before Amortization)	10,403,009	14,016,491	12,371,182	15,228,229	1,211,738	9%
Amortization	0	90,323	0	90,323	0	0%
Grand Total	\$10,403,009	14,106,814	12,371,182	15,318,552	\$1,211,738	9%
Authorized Positions	190	190	190	197	7	4%
Full-Time Equivalents	190.00	190.00	190.00	197.00	7.00	4%

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Fleet & Facilities Division

The Fleet & Facilities Division, also known as the Maintenance Division, is responsible for ensuring VIA's fleet, facilities, and passenger amenities meet or exceed the maintenance standards necessary to provide safe, reliable, and cost-effective services to both our internal and external customers. All maintenance employees are committed to providing the highest quality of service and support around the clock, every day, to ensure VIA is recognized and valued by its patrons and community as an essential public service.

Fleet & Facilities Goals & Objectives

- **Customers, Community, & Workforce**

- Service fleet-focused: operational efficiency, our fleet being on the roads without breakdown promotes customer satisfaction and avoids hazards and delays for our community alongside us on the road. The efficiency and cleanliness of our fleets ensure that our customers arrive to their destinations on time and have a comfortable experience along the way.
- Facilities-focused: maintaining the integrity of our public and private facilities, provide comfortable and safe environments for our workforce and the public, and provide aesthetically pleasing and clean bus stops and transit facilities in their communities and local neighborhoods that we operate in.

- **Workforce**

- Ensuring we have proper coverage in all areas and allowing those that commit to VIA and opportunity for advancement through our training program for skilled trades.

- **Financial & Organizational Excellence**

- Ensuring we remain in compliance with the FTA and NTD which is required for federal funding, by focusing on inventory to ensure we have parts on hand while monitoring inventory and improving processes to ensure we are coordinating the projections of disposals with reorder points on inventory.



Expense Category and Positions by Group/Division

Fleet & Facilities

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$33,671,248	35,280,907	38,728,184	40,068,405	\$4,787,498	14%
Services	3,305,220	4,437,645	3,352,173	4,520,728	83,083	2%
Materials & Supplies	20,662,551	16,628,680	19,724,321	16,580,926	(47,754)	(0%)
Fuel & Utilities	3,440,962	3,795,521	3,790,351	7,034,277	3,238,756	85%
Leases & Rentals	147,448	78,400	115,329	78,400	0	0%
Other	297,999	444,900	394,247	367,484	(77,416)	(17%)
Total (Before Amortization)	61,525,428	60,666,053	66,104,605	68,650,220	7,984,167	13%
Amortization	0	0	0	0	0	0%
Grand Total	\$61,525,428	60,666,053	66,104,605	68,650,220	\$7,984,167	13%
Authorized Positions	518	518	512	513	(5)	(1%)
Full-Time Equivalents	518.00	518.00	512.00	513.00	(5.00)	(1%)

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Business Support Services Group

Office of Equal Employment (EEO) Opportunity

VIA Metropolitan Transit's Office of Equal Employment Opportunity is committed to promoting a work environment that is free from discrimination and that values being a reliable outlet for employees and applicants to freely voice concerns while maintaining all applicable federal and state compliance standards. The Office of EEO is responsible for compliance with Title VI and Title VII of the Civil Rights Act of 1964, which are two distinct pieces of legislation with different scopes. Title VI prohibits discrimination based on race, color, or national origin in any program or activity that receives federal funding, this includes transportation services provided by VIA. Meanwhile, Title VII prohibits employment discrimination based on race, color, religion, sex, or national origin.

Office of EEO Goals & Objectives

- **Customers**

- Responsible for investigating and resolving complaints of discrimination or harassment filed by customers (Title VI); the EEO Director will work closely with management, legal counsel when needed, and alongside Human Resources to conduct investigations, provide guidance and implement corrective actions to prevent future incidents.

- **Community**

- Modernizing EEO operations through innovation to strengthen public trust and promote positive organization culture.

- **Workforce**

- Compliance training for VIA workforce: to promote better awareness of modern expectations of workplace behavior, further our mission of a professional and safe work environment, providing employment opportunities to all, and maintain compliance with state and federal regulations that require mandatory training.
- Internal Title VII complaint tracking: improve the tracking and monitoring of Title VII complaints received by our office to ensure effective investigations are being conducted and compliance standards are being met.

- **Financial & Organizational Excellence**

- Compliant EEO Program submission: VIA's updated EEO Program, submitted every 4 years, is due for submission April 2026. Submitting a complete and accurate program in a timely manner will ensure all federal compliances are being met for federal funding to continue.



Expense Category and Positions by Group/Division

Office of Equal Employment Opportunity

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$142,391	268,068	170,025	275,190	\$7,122	3%
Services	305	114,726	92,285	118,426	3,700	3%
Materials & Supplies	0	1,500	1,500	1,500	0	0%
Other	21,626	23,385	43,500	17,635	(5,750)	(25%)
Total (Before Amortization)	164,322	407,679	307,310	412,751	5,072	1%
Amortization	0	0	0	0	0	0%
Grand Total	\$164,322	407,679	307,310	412,751	\$5,072	1%
Authorized Positions	2	2	2	2	0	0%
Full-Time Equivalents	2.00	2.00	2.00	2.00	0.00	0%

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Office of Small Business Enterprise (OSBE)

The Office of Small Business Enterprise (OSBE) is responsible for developing and implementing policies and procedures necessary to ensure that Disadvantaged Business Enterprises (DBEs) and Small Business Enterprises (SBEs) have the maximum opportunity to bid on all contracts. OSBE is responsible for administering the requirements of the DBE Program on all federally funded contracts.

OSBE Goals & Objectives

- **Customers**

- Implement B2Gnow training for 48 Prime Contractors to help ensure that they fully understand how to monitor contracts.
- B2Gnow's Software Introduction to the System for Vendors.
- B2Gnow Contract Compliance Reporting Software Training.

- **Community**

- Host three (3) Contractor Opportunity Forums to increase availability of certified ready, willing and able DBE firms for Advanced Rapid Transit (ART) N/S & E/W Corridor.
- Launch a Disadvantaged & Small Business Enterprise 13-week Cohort program in partnership with Maestro Entrepreneurial Center and Supply SA for fifteen (15) Disadvantaged & Small Business Enterprises.

- **Workforce**

- Foster a high-performing, agile team by investing in continuous workforce development. This includes targeted training, professional development opportunities, and cross-functional collaboration to ensure staff remain current with the evolving regulatory landscape and strengthen VIA's overall compliance posture.
- Project Management training: Foundation of the B2Gnow System Use & Goal Setting Methods.

- **Financial & Organizational Excellence**

- Meet VIA's Federal Transit Agency's (FTA) Triennial proposed DBE goal of 16.77% annually.
- Streamline the approval process for Purchase Requisitions by leveraging digital tools and automation such as INFOR and B2Gnow platform.



Expense Category and Positions by Group/Division
Office of Small Business Enterprise

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$451,811	589,260	584,201	609,606	\$20,346	3%
Services	130,438	324,575	278,584	335,693	11,118	3%
Materials & Supplies	4,441	11,500	36,500	21,500	10,000	87%
Other	25,116	152,525	118,900	149,885	(2,640)	(2%)
Total (Before Amortization)	611,806	1,077,860	1,018,185	1,116,684	38,824	4%
Amortization	0	0	0	0	0	0%
Grand Total	\$611,806	1,077,860	1,018,185	1,116,684	\$38,824	4%
Authorized Positions	6	6	6	6	0	0%
Full-Time Equivalents	6.00	6.00	6.00	6.00	0.00	0%

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Fiscal Management Division

The Fiscal Management Division is responsible for overseeing the agency's financial operations, ensuring compliance with federal, state, and local funding requirements. Key activities include budgeting, financial reporting, grant administration, revenue tracking, and internal controls. This division ensures that public funds are managed responsibly, supports strategic planning with financial data, and works closely with auditors and oversight bodies to maintain fiscal integrity and transparency.

Fiscal Management Goals & Objectives

- **Community**

- Ensure agencies maintains appropriate funding for initiatives that meet community needs
 - Develop capital committee governance protocols that rationalizes capital spend requests and provides oversight on the delivery of capital projects on time and on budget
 - Align budgets to long-term plans – ensuring financial planning is integrated with the agency’s strategic, capital improvement, and service delivery plans
 - Use scenario modeling to assess best/worst-case funding scenarios, including potential changes in farebox revenue, grants and federal/state funding
 - Maintain adequate operating and capital reserves to buffer against economic downturns or unexpected cost increases
- Maximize grant and subsidy opportunities
 - Build and support a cross-functional grant committee that proactively identifies, applies for, and manages local, state, and federal grants
 - Collaborate with Government Relations to advocate for continued or increased funding at the state and federal level, especial for large infrastructure projects

- **Workforce**

- Increase internal promotion opportunities
 - Provide talent development opportunities to Fiscal Management staff to enhance preparedness for existing roles and increase the likelihood of internal promotion as roles become available

- **Financial & Organizational Excellence**

- Enhance financial reporting and decision-making support
 - Implement new financial reporting tools for ease of data extraction and the development of actionable insights
 - Deliver driver-based rolling forecasts that link strategy to budget and identifies risks and opportunities
- Improvement Control Environment
 - Assess existing internal control gaps and implement new controls are necessary to provide confidence in the effectiveness of internal controls over financial reporting and continued issuance of clean audit reports
- Enhance Risk Management
 - Work with Fleet & Facilities to forecast asset replacement needs and incorporate these into long-term funding plans, identifying approaches to reduce costs
 - Maintain a financial risk register with mitigation strategies



Expense Category and Positions by Group/Division

Fiscal Management

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$3,364,790	4,095,483	3,785,992	4,205,728	\$110,245	3%
Services	780,350	952,233	1,216,818	882,590	(69,643)	(7%)
Materials & Supplies	198,437	326,994	307,215	345,279	18,285	6%
Other	15,263	63,322	36,458	49,583	(13,739)	(22%)
Total (Before Amortization)	4,358,840	5,438,032	5,346,483	5,483,180	45,148	1%
Amortization	0	0	0	0	0	0%
Grand Total	\$4,358,840	5,438,032	5,346,483	5,483,180	\$45,148	1%
Authorized Positions	44	48	49	50	2	4%
Full-Time Equivalents	44.00	48.00	49.00	50.00	2.00	4%



Expense Category and Positions by Group/Division

Non-Departmental

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$43,789,202	60,760,657	50,084,737	49,123,689	(\$11,636,968)	(19%)
Services	654,777	283,171	822,804	1,750,600	1,467,429	518%
Materials & Supplies	64,767	186,197	2,378	2,150	(184,047)	(99%)
Fuel & Utilities	2,574,888	1,823,322	1,953,619	1,663,645	(159,677)	(9%)
Leases & Rentals	10,589	(198,334)	9,243	(189,000)	9,334	(5%)
Other	608,555	143,040	(253,706)	(254,578)	(397,618)	(278%)
Total (Before Amortization)	47,702,778	62,998,053	52,619,075	52,096,506	(10,901,547)	(17%)
Amortization	1,171,187	737,242	1,922,425	737,242	0	0%
Grand Total	\$48,873,965	63,735,295	54,541,500	52,833,748	(\$10,901,547)	(17%)
Authorized Positions	0	0	0	0	0	0%
Full-Time Equivalents	0.00	0.00	0.00	0.00	0.00	0%

Human Resources Division

VIA's Human Resources Division is dedicated to identifying and retaining highly qualified personnel through strategic outreach, engagement, recruitment, and retention initiatives. These efforts are designed to support the organization's vision, mission, and goals by cultivating a dedicated and diverse workforce.

Human Resources remains committed to applying best practices and leveraging innovative solutions to streamline recruitment processes that directly impact service delivery to the community. With increased focus on recruiting essential frontline workers—particularly operators and mechanics—HR's recruitment plan is positioned to amplify and sustain VIA's workforce.

As part of this strategy, a key goal is to reintegrate core HR functions back into the Human Resources Division, thereby enabling operational departments to focus more effectively on their primary responsibilities.

Human Resources Goals & Objectives

- **Community**

- Expand participation in job fairs and community events
- Strengthen brand through wellness events such as the San Antonio Corporate Cup.
- Continue partnership with COSA to identify Ready To Work participants interested in bus operator roles
- Talent Click – pre-employment assessment to hire, train, and develop top performers with a focus on customer service to maintain and improve VIA's customer service score.

- **Workforce**

- Hire 75–100 new full-time operators (CY 26)
- Roll out parental leave, leave-donation, and revised sick/vacation policies for all staff.
- Launch a program offering 30 paid internships to strengthen the talent pipeline.
- Deliver front-line supervisor leadership training via an external partner while building an internal program.
- Recruit and hire bus/van operators and mechanics/CDL shop attendants to meet KSAM and Better Bus service requirements
- Leverage partnership with marketing to target operational and difficult-to-fill positions

- **Financial & Organizational Excellence**

- HR will oversee the \$2M third-party staffing budget, increasing accountability and alignment with workforce needs.
- Automate eligibility data via INFOR; implement electronic distribution and dashboards to streamline management of 60+ cases/month

- **Customers**

- Retain experienced operators to safeguard service quality.
- Reinforce a customer-first culture in orientation and ongoing mission messaging.



Expense Category and Positions by Group/Division

Human Resources

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$3,302,186	2,746,915	2,867,324	3,675,614	\$928,699	34%
Services	1,645,731	2,070,262	1,739,878	2,757,521	687,259	33%
Materials & Supplies	9,413	13,710	23,233	38,325	24,615	180%
Leases & Rentals	0	2,010	2,010	2,010	0	0%
Other	113,719	187,525	144,675	310,303	122,778	65%
Total (Before Amortization)	5,071,049	5,020,422	4,777,120	6,783,773	1,763,351	35%
Amortization	19,128	19,128	19,128	19,128	0	0%
Grand Total	\$5,090,177	5,039,550	4,796,248	6,802,901	\$1,763,351	35%
Authorized Positions	28	28	30	30	2	7%
Full-Time Equivalents	28.00	28.00	30.00	30.00	2.00	7%

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Innovation & Technology (IT) Division

The Innovation & Technology Division provides the digital foundation for VIA's operations, customer experience, and long-term strategy. We oversee the information systems, enterprise applications, communications infrastructure, and cyber protections that support every functional area: service development, operations, maintenance, finance, and administration.

Our team leads the deployment of on-vehicle and off-vehicle technologies, the implementation of modern fare systems, and the enhancement of rider-facing digital tools. As threats evolve, we continue to strengthen our cybersecurity program, ensuring the agency's data and systems remain protected in an increasingly complex environment.

IT Goals & Objectives

- **Customers**

- Deploy a unified customer-facing mobile app experience by consolidating existing platforms into a single solution, providing a more robust tool for trip planning, fare payment, service alerts, and customer feedback.
- Support CRM system implementation in partnership with the Public Engagement Group and various other divisions to address a critical gap in customer engagement, response tracking, as well as internal case management needs.

- **Community**

- Enhance public responsiveness and insight generation through the agency-wide Data & Reporting initiative, providing improved transparency, reporting accuracy, and strategic use of analytics.
- Modernize the VMC Boardroom AV infrastructure, including a new LED display, improved microphone array for public audio pickup, and additional cameras to enhance audience visibility during public meetings.

- **Workforce**

- Hire one additional Client Services technician to match VIA's growing operational and digital footprint, improving IT response time and reducing technical disruptions for staff.
- Invest in internal training and resources to increase data literacy and analytical capabilities across departments as part of the Data & Reporting initiative.

- **Financial & Organizational Excellence**

- Reduce vendor costs through app consolidation, eliminating redundant platforms (e.g., Masabi) while scaling existing investments.
- Align IT investments with strategic priorities through governance and phased implementation planning (Tech Roadmap execution).
- FY26 P25 Radio refresh and COSA integration due to end of equipment lifecycle and increased coverage to eliminate dead zones and future-proof for future footprint growth of VIA fleet.
- Conduct a third-party cybersecurity assessment to evaluate VIA's security posture and guide future improvements in threat detection, response, and risk mitigation.
- Continued support of agency-wide implementation of ERP & EAM platforms under Project MOVE, ensuring IT systems, infrastructure, and integration services align with project milestones and operational needs.



Expense Category and Positions by Group/Division

Innovation & Technology

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$3,036,884	3,756,946	3,412,434	3,940,530	\$183,584	5%
Services	7,258,863	7,111,306	7,320,091	7,313,542	202,236	3%
Materials & Supplies	610,085	1,162,000	1,086,047	849,757	(312,243)	(27%)
Fuel & Utilities	0	1,411,582	1,313,986	1,212,794	(198,788)	(14%)
Leases & Rentals	0	0	0	200,988	200,988	0%
Other	222,386	218,400	230,001	28,800	(189,600)	(87%)
Total (Before Amortization)	11,128,218	13,660,234	13,362,559	13,546,411	(113,823)	(1%)
Amortization	699,474	940,226	1,663,401	1,847,624	907,398	100%
Grand Total	\$11,827,692	14,600,460	15,025,960	15,394,035	\$793,575	5%
Authorized Positions	39	39	40	40	1	3%
Full-Time Equivalents	39.00	39.00	40.00	40.00	1.00	3%

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Procurement Division

The Procurement Division is responsible for soliciting bids and proposals, and contracting for the purchase of all materials, parts, supplies, and services required by VIA, in accordance with all Federal, State and Local Procurement Laws and VIA's Procurement Policies and Procedures. Goods and services are procured in a manner that maximizes full and open competition.

The Division executes various functions in support of our stakeholders' procurement needs including but not limited to soliciting and analyzing bids and proposals, conducting negotiations when appropriate, working with the Office of Small Business Enterprises, and issuing contract awards and purchase orders all in accordance with Federal guidelines.

Procurement Goals & Objectives

- **Customers**

- Employ Category Management methodology to ensure responsible spending to provide the best value for our customers with the intent to keep ridership fares low.
- Category teams to attend their respective stakeholder recurring meetings.
- Collaborate with Fleet & Facilities to plan for implementation of SKU/scanning of inventory and consumable items.

- **Community**

- Work with and dedicate Small Business Enterprise staff to Procurement categories to drive focus on identifying key strategic relationships with local and SBE/DBEs.
- Encourage all businesses to register for “Doing business with VIA.”
- Implement true Supplier Relationship Management (SRM) to foster collaborative relationships with our business partners.

- **Workforce**

- Secure relevant training for Procurement staff in support of skillset strength and career progression.
- The Procurement and Office of Diversity and Federal Compliance staff attend networking events and meet vendors.
- Provide regular training for non-Procurement VIA staff to stay up-to-date on Procurement policy/procedures, Federal regulations, etc.

- **Financial & Organizational Excellence**

- Employ Category Management strategies and best practices to bring more value to VIA with every dollar spent and improve the bottom line.
- Update and maximize the utilization of features available in Infor to improve workflow efficiencies.
- Explore available technologies to provide efficiencies and cost savings: AI, market research tools, co-ops etc.



Expense Category and Positions by Group/Division

Procurement

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$1,669,919	2,209,426	2,055,571	2,197,027	(\$12,399)	(1%)
Services	85,381	105,850	15,850	13,800	(92,050)	(87%)
Materials & Supplies	22,407	7,990	18,148	6,890	(1,100)	(14%)
Other	25,626	38,655	31,805	52,250	13,595	35%
Total (Before Amortization)	1,803,333	2,361,921	2,121,374	2,269,967	(91,954)	(4%)
Amortization	0	0	0	0	0	0%
Grand Total	\$1,803,333	2,361,921	2,121,374	2,269,967	(\$91,954)	(4%)
Authorized Positions	28	28	29	26	(2)	(7%)
Full-Time Equivalents	28.00	28.00	29.00	26.00	(2.00)	(7%)

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Planning & Development Group

The Planning & Development Group provides executive leadership and strategic vision for VIA's short- and long-range plans and capital programs. On a day-to-day basis, this Group is responsible for transit service planning and scheduling, strategic planning, capital programs and development, passenger amenities, and real estate acquisition and management.

All of the projects identified under the Keep San Antonio Moving Plan are managed by Planning & Development to include a comprehensive look at the transit system network design; planning and implementation for Advanced Rapid Transit projects and a second operations and maintenance facility; and innovations including the VIA Link service.

Planning & Development provides strategic oversight and preparation for most of VIA's federal discretionary grant programs. In addition, this Group proactively manages VIA's real estate assets and assesses opportunities for joint development.

Planning & Development is committed to maintaining VIA's overall customer satisfaction level. This fiscal year this team will focus on improving the customer experience by adding 75 bus stop shelters, implementing 17.4% of the Better Bus Plan and completing 25% of construction for the Green Line.



Expense Category and Positions by Group/Division

Planning & Development Administration

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$674,851	968,177	875,258	407,113	(\$561,064)	(58%)
Services	225,891	451,400	55,946	0	(451,400)	(100%)
Materials & Supplies	1,335	1,200	1,200	1,200	0	0%
Other	24,900	68,700	68,700	34,150	(34,550)	(50%)
Total (Before Amortization)	926,977	1,489,477	1,001,104	442,463	(1,047,014)	(70%)
Amortization	0	0	0	0	0	0%
Grand Total	\$926,977	1,489,477	1,001,104	442,463	(\$1,047,014)	(70%)
Authorized Positions	6	6	6	2	(4)	(67%)
Full-Time Equivalents	6.00	6.00	6.00	2.00	(4.00)	(67%)

Strategic Planning & Special Projects

Goals & Objectives

- **Customers**

- Begin construction and delivery of ART Green Line
- Complete NEPA Study for ART Silver Line to bring the Silver Line closer to implementation
- Collaborate with City of San Antonio on the development of Station Area Plan for Silver Line and Intersection & Pedestrian Improvement Plan

- **Community**

- Maintain communication with community during Green Line Construction
- Continue outreach and engagement for Green and Silver Lines Projects
- Collaborate with City of San Antonio and other stakeholders related to planning initiatives and studies

- **Workforce**

- Develop a 2nd Fixed-Route Operations and Maintenance Depot Plan
- Develop Facilities Master Plan

- **Financial & Organizational Excellence**

- Develop a 2nd Operations and Maintenance Facility
 - Staffing and programming development
- Develop processes and guidance related to project controls and administration that will eventually be applied across the agency for all construction projects
- Assess and develop a 10-year Capital Improvement Plan



Expense Category and Positions by Group/Division

Strategic Planning & Special Projects

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$721,983	890,094	658,797	1,564,266	\$674,172	76%
Services	7,207,696	13,749,539	8,891,828	4,908,844	(8,840,695)	(64%)
Materials & Supplies	896	1,480	1,480	15,720	14,240	962%
Other	56,386	53,950	33,950	57,417	3,467	6%
Total (Before Amortization)	7,986,961	14,695,063	9,586,055	6,546,247	(8,148,816)	(55%)
Amortization	0	0	0	0	0	0%
Grand Total	\$7,986,961	14,695,063	9,586,055	6,546,247	(\$8,148,816)	(55%)
Authorized Positions	11	11	11	18	7	64%
Full-Time Equivalents	11.00	11.00	11.00	18.00	7.00	64%

Service Planning & Scheduling Goals & Objectives

- **Customers**

- Implement second phase of the Better Bus plan and add resources to meet the customer request and demand.
- Improve frequency on routes identified in the Better Bus Plan.
- Make routes simple for ease of use.
- Create more direct connections.
- Improve on-time performance.
- Collaborating with City of San Antonio on a study to identify 20 intersections to improve transit reliability, pedestrian safety and accessibility

- **Community**

- To provide more access to all the communities by providing consistent 30-minutes or better service throughout the day.
- Expanding VIA Link service to new areas and better connect with the fixed route system.
- Review and consolidate stops.

- **Workforce**

- Implement Better Bus Plan and balance with the workforce availability.
- Explore Partnerships with TNCs to expand local and regional connections.
- Explore Partnerships for accessible services, non-medical emergency transport providers, carshare, bikeshare and rideshare services.
- Implement AM/PM extraboard to provide a more stable work schedule for new graduated operators.

- **Financial & Organizational Excellence**

- Co-mingling of VIA Link and VIAtrans fleet to improve operational efficiency.
- Update the Service Standards to improve operational efficiency and give guidance to make decisions based on industry standards
- Implement routes with 30-minutes or better frequency to attract more riders and increase ridership.
- Implement one innovative zone.
- Explore Innovative technologies to improve efficiency.



Expense Category and Positions by Group/Division

Service Planning & Scheduling

Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$1,119,049	1,523,069	1,320,437	1,517,794	(\$5,275)	(0%)
Services	959,542	820,201	616,000	470,000	(350,201)	(43%)
Materials & Supplies	2,071	4,340	4,003	5,130	790	18%
Other	36,121	64,595	34,888	34,670	(29,925)	(46%)
Total (Before Amortization)	2,116,783	2,412,205	1,975,328	2,027,594	(384,611)	(16%)
Amortization	0	0	0	0	0	0%
Grand Total	\$2,116,783	2,412,205	1,975,328	2,027,594	(\$384,611)	(16%)
Authorized Positions	17	18	18	18	0	0%
Full-Time Equivalents	17.00	18.00	18.00	18.00	0.00	0%

Construction Goals & Objectives

- **Customers**

- Complete Centro Plaza infrastructure enhancements with a focus on paver repair, grading improvements, and upgraded lighting to enhance customer safety.
- Finalize construction of the Randolph Transit Center, delivering an updated and modernized facility with enhanced parking.
- Complete the Eastside Transit Center, establishing VIA's first transit facility to serve San Antonio's east side.
- Execute the implementation of the shelter program.

- **Community**

- Maintain and support Public Engagement Group (PEG) office leases for both the Green and Silver lines to ensure ongoing community outreach and engagement.
- Administer and monitor Construction Mitigation Plan.

- **Workforce**

- Establish standardized planning and design guidelines for application across all VIA facilities.
- Develop a comprehensive preventative maintenance policy and assess staffing needs to ensure effective implementation.
- Integrate facilities maintenance management personnel into the Construction Division to strengthen organizational alignment.

- **Financial & Organizational Excellence**

- Develop and implement policies that ensure consultants and contractors are held accountable for performance and deliverables.
- Develop and present policy to the Board of Trustees to ensure consultant and contractor accountability and prohibit contracts with those in active litigation with VIA.



Expense Category and Positions by Group/Division

Construction

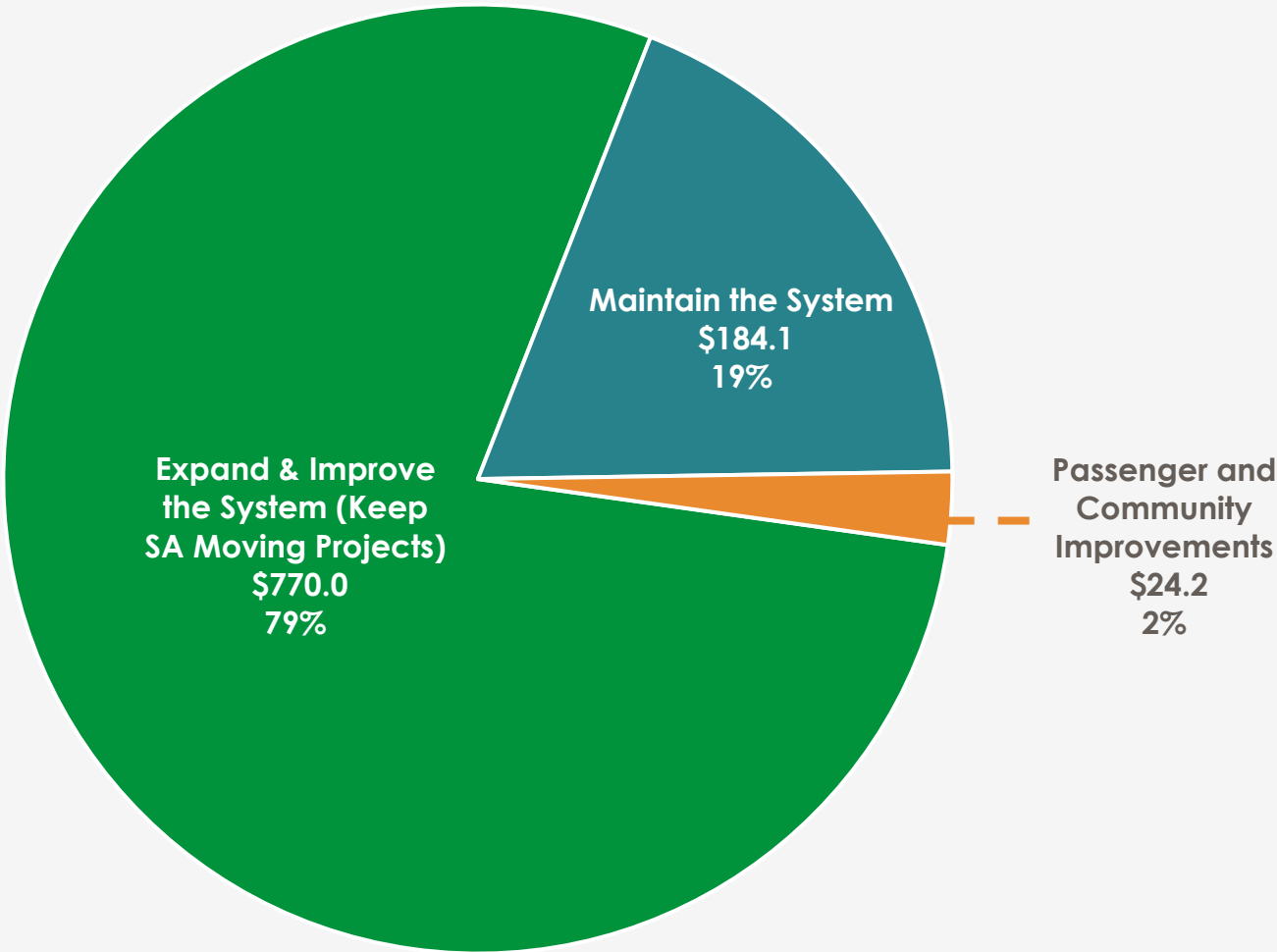
Expense Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Forecast	FY 2026 Budget	Budget to Budget	% Variance
Labor & Fringes	\$589,357	1,027,394	976,509	1,541,269	\$513,875	50%
Services	921,221	820,480	506,810	1,502,200	681,720	83%
Materials & Supplies	461	93,552	93,855	2,280	(91,272)	(98%)
Leases & Rentals	154,524	429,652	376,007	208,376	(221,276)	(52%)
Other	21,501	53,640	91,368	81,830	28,190	53%
Total (Before Amortization)	1,687,064	2,424,718	2,044,549	3,335,955	911,237	38%
Amortization	377,075	362,542	362,835	544,881	182,339	100%
Grand Total	\$2,064,139	2,787,260	2,407,384	3,880,836	\$1,093,576	39%
Authorized Positions	10	11	17	19	8	73%
Full-Time Equivalents	10.00	11.00	17.00	19.00	8.00	73%

FY26 – FY30 Capital Improvement Plan



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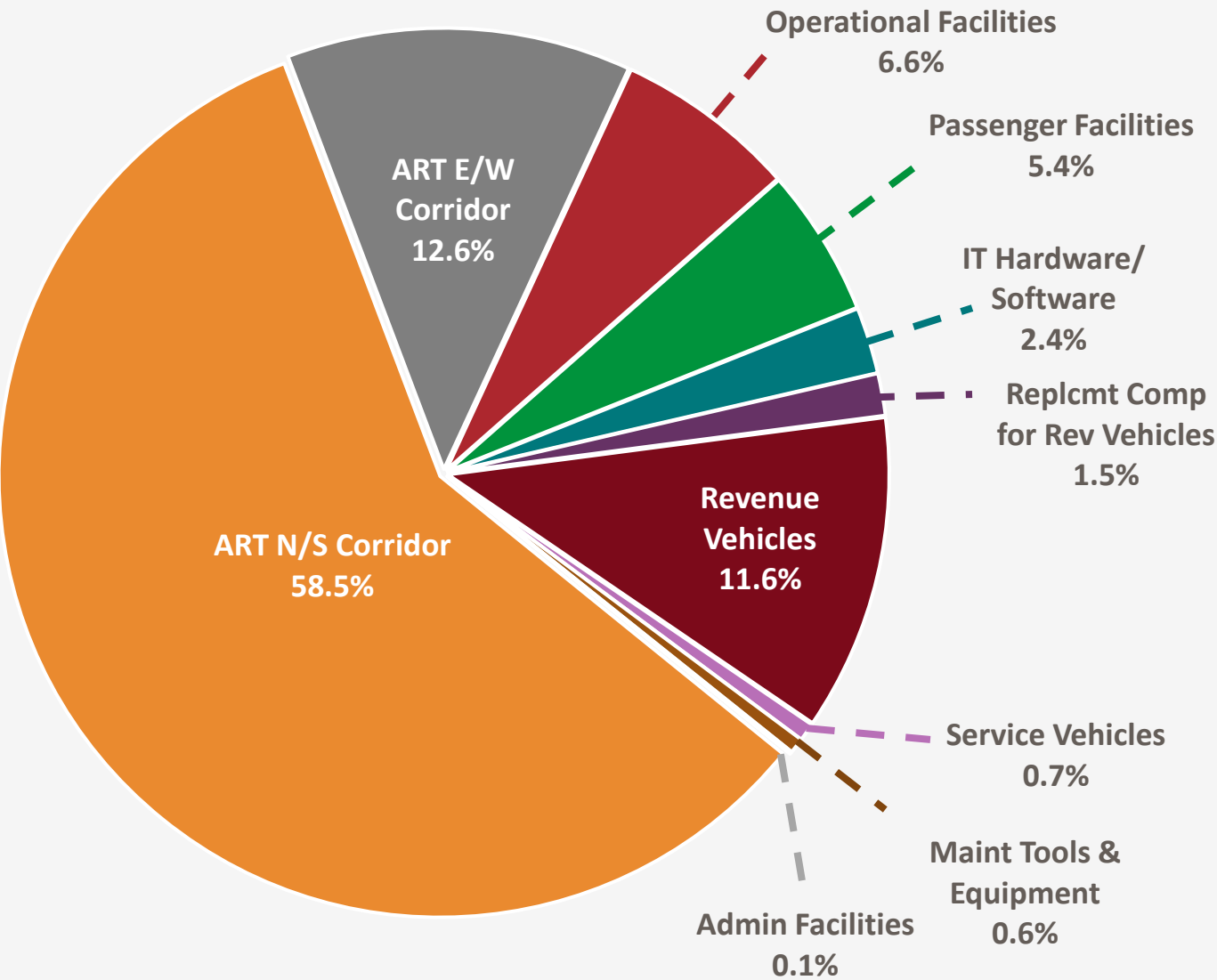
FY26 - FY30 Capital Improvement Plan (CIP) – \$978.3M (\$ in Millions)



- Approximately 80% of the 5-year CIP is focused on Keep SA Moving Projects.
- Continued investment throughout the service area, including new shelters, improvements to existing facilities, and delivering voter approved projects.

FY26 Capital Improvement Plan (CIP) - \$213.8M (\$ in Millions)

Capital Spend Plan	
ART North/South Corridor	\$124.9
ART East/West Corridor	26.9
Revenue Vehicles	24.8
Operational Facilities	14.2
Passenger Facilities	11.6
IT Hardware/Software	5.2
Replacement Components for Revenue Vehicles	3.3
Service Vehicles	1.5
Maintenance Tools & Equipment	1.2
Administrative Facilities	0.2
Total FY26 CIP	\$213.8



VIA MTA/ATD Capital Program Financial Projection – (\$ in Millions)

	FY26	FY27	FY28	FY29	FY30	Total
Capital Program Uses						
Revenue Vehicles	\$24.8	48.6	23.7	22.8	6.1	\$126.0
Service Vehicles	1.4	1.5	0.0	0.0	0.0	2.9
Passenger Facilities	11.6	4.6	0.7	0.7	0.7	18.3
Operational Facilities	14.1	10.2	7.4	7.5	0.0	39.2
IT Hardware/Software	5.3	0.2	0.2	0.2	0.2	6.1
Replacement Components for Revenue Vehicles	3.3	3.2	2.5	2.4	2.3	13.7
<i>Keep San Antonio Moving (KSAM)</i>	152.0	278.7	175.9	122.3	41.1	770.0
Other	1.3	0.8	0.0	0.0	0.0	2.1
Total CIP Projects	213.8	347.8	210.4	155.9	50.4	978.3
Funding Sources						
Grant Funds	106.4	156.8	122.5	77.0	10.7	473.4
ATD Bond Construction Fund	63.8	81.1	0.0	0.0	0.0	144.9
Bonds	0.0	22.7	15.6	18.9	6.2	63.4
VIA Cash/Capital *	43.6	87.2	72.3	60.0	33.5	296.6
Total Funding Sources	\$213.8	347.8	210.4	155.9	50.4	\$978.3

*ATD/Bexar County \$100.5M capital contribution is contained within the VIA Cash/Capital

KSAM Capital Program Financial Projection – (\$ in Millions)

	FY26	FY27	FY28	FY29	FY30	Total
Capital Program Uses						
Green Line Construction	\$125.0	183.1	67.9	0.0	0.0	\$376.0
Green Line Revenue Vehicles	0.0	27.1	0.0	0.0	0.0	27.1
Silver Line Construction	27.0	68.5	91.0	80.7	12.7	279.9
Silver Line Revenue Vehicles	0.0	0.0	0.0	23.9	0.0	23.9
2nd O&M Facility	0.0	0.0	17.0	17.7	28.4	63.1
Total CIP Projects	152.0	278.7	175.9	122.3	41.1	770.0
Capital Program Funding Sources						
Grant Funds	91.2	156.8	122.5	77.0	10.7	458.2
ATD Bond Construction Fund	55.0	90.5	0.0	0.0	0.0	145.5
VIA Cash/Capital *	5.8	31.4	53.4	45.3	30.4	166.3
Total Funding Sources	\$152.0	278.7	175.9	122.3	41.1	\$770.0

*ATD Bexar County \$100.5M local share capital contribution is contained within the VIA Cash/Capital *

VIA Metropolitan Transit
Five-Year Capital Spending Plan (FY26-30) and
FY25 Forecast (\$)

		Five-Year Capital Spending Plan						
Category	Forecast		2026	2027	2028	2029	2030	Total
	2025							2026-2030
<u>Revenue Vehicles</u>								
Paratransit Vans [17]	\$	4,900,000	250,000	-	-	-	-	\$ 250,000
Paratransit Vans [41]		-	-	12,517,000	-	-	-	12,517,000
Paratransit Vans [41]		-	-	-	12,955,000	-	-	12,955,000
Paratransit Vans [41]						13,409,000		13,409,000
60' Primo Bus [19]		2,900,709	24,570,114	-	-	-	-	24,570,114
CNG Bus [33] + Plus life extensions [63, 53, 33]		-	-	30,049,800	10,827,000	9,427,000	6,075,000	56,378,800
Electric Bus [4]		-	-	5,998,800	-	-	-	5,998,800
Total Revenue Vehicles		7,800,709	24,820,114	48,565,600	23,782,000	22,836,000	6,075,000	126,078,714
<u>Service Vehicles</u>								
Non-Revenue Support Vehicles		3,905,000	454,857	-	-	-	-	454,857
Non-Revenue Support Vehicles		-	962,225	-	-	-	-	962,225
Non-Revenue Support Vehicles		-	-	1,463,194	-	-	-	1,463,194
Portable Restroom Trailer		200,000	-	-	-	-	-	-
Trailers (Landscape and Event)		-	60,000	-	-	-	-	60,000
Total Service Vehicles		4,105,000	1,477,082	1,463,194	-	-	-	2,940,276
<u>Passenger Facilities</u>								
Centro Plaza		657,536	3,539,000	-	-	-	-	3,539,000
Bus Stop Improvements (BSI)		91,625	1,450,000	650,000	650,000	650,000	650,000	4,050,000
Restroom Upgrades		1,235,782	575,304	575,304	-	-	-	1,150,608
Randolph Park & Ride		8,335,571	505,000	-	-	-	-	505,000
Eastside Mobility Hub		312,479	5,530,000	3,440,000	-	-	-	8,970,000
Total Passenger Facilities		10,632,992	11,599,304	4,665,304	650,000	650,000	650,000	18,214,608
<u>Operational Facilities</u>								
Switch/Breaker/Transf/Gear Eval. & Update		287,808	797,322	265,774	-	-	-	1,063,096
Replace VMC Roof		581,809	-	-	-	-	-	-
Waste Water Treatment Upgrade		323,911	116,600	-	-	-	-	116,600
Storeroom Parts Cabinets & Drawer System		400,000	200,000	-	-	-	-	200,000
Standup Stock Chaser 24V		39,000	-	-	-	-	-	-
Counterbalance Forklift 5K Propane & 10K Propane		140,797	-	-	-	-	-	-
Spot Cooling/Climate Control System - consultant		30,000	270,000	-	-	-	-	270,000
Spot Cooling/Climate Control System- construction		900,000	-	-	-	-	-	-
Parking Lot upgrade		-	3,500,000	-	-	-	-	3,500,000
Fall Protection System		50,000	-	-	-	-	-	-
2nd Drive on Van Lift		45,000	-	-	-	-	-	-
Bus Yard Improvements & Upgrades		200,000	250,000	-	-	-	-	250,000
Maintenance Shop Spot Cooling		2,951,572	-	-	-	-	-	-
Training Classroom		390,031	-	-	-	-	-	-
Maintenance Bldg Elevator		100,000	250,000	-	-	-	-	250,000
A/C Replacement		130,714	-	-	-	-	-	-
Gas Detection Monitoring System		-	300,000	399,000	-	-	-	699,000
The Grand Fence		250,000	-	-	-	-	-	-
JLEC Foundation		150,000	-	-	-	-	-	-
Maintenance - 4 Bay		-	8,060,000	9,572,000	-	-	-	17,632,000
Bus Washer Upgrade		400,000	-	-	-	-	-	-
Maintenance - Ancillary Spaces		-	-	-	7,500,000	7,500,000	-	15,000,000
Service Station Roof		-	420,000	-	-	-	-	420,000
Total Operational Facilities		7,370,642	14,163,922	10,236,774	7,500,000	7,500,000	-	39,400,696
<u>Administrative Facilities</u>								
Operating Facilities Backup Generators		125,151	-	-	-	-	-	-
Operating Facility Back-up Admin - Consulting		-	100,000	-	-	-	-	100,000
Operating Facility Back-up Annex - Consulting		-	100,000	-	-	-	-	100,000
Total Administrative Facilities		125,151	200,000	-	-	-	-	200,000
<u>Maintenance Tools & Equipment</u>								
Mobile Lifts (3 sets)		244,039	-	-	-	-	-	-
Nova camera System Conversion		-	1,155,000	845,000	-	-	-	2,000,000
Total Maintenance Tools & Equip.		244,039	1,155,000	845,000	-	-	-	2,000,000
<u>Replace Components for Rev. Vehicles</u>								
Engines and Transmissions		2,000,000	3,150,332	3,150,332	-	-	-	6,300,664
Farebox Replacement		8,866,625	128,144	-	-	-	-	128,144
Engines		-	-	-	2,160,700	2,223,045	2,356,530	6,740,275
Transmissions		-	-	-	322,980	168,000	-	490,980
Total Replace Components for Rev. Veh.		10,866,625	3,278,476	3,150,332	2,483,680	2,391,045	2,356,530	13,660,063

VIA Metropolitan Transit
Five-Year Capital Spending Plan (FY26-30) and
FY25 Forecast (\$)

		Five-Year Capital Spending Plan					
Category	Forecast						Total
	2025	2026	2027	2028	2029	2030	2026-2030
<u>Innovation & Technology</u>							
Data Center Server and Storage Refresh	-	200,000	150,000	150,000	150,000	150,000	800,000
Security (Cameras,Doors,Network,Storage)	-	80,000	-	-	-	-	80,000
Digital Signage/Kiosks	75,000	-	-	-	-	-	-
ITS Equipment_Digital Signage_Kiosks.xlsx	-	100,000	-	-	-	-	100,000
Customer Contact Center System	-	800,000	-	-	-	-	800,000
CRM Acquisition and Implementation of CRM	-	1,600,000	-	-	-	-	1,600,000
P25 Radio Hardware refresh and COSA Gateway	-	1,100,000	-	-	-	-	1,100,000
Paratransit Scheduling Software Replacement	-	1,300,000	-	-	-	-	1,300,000
Total Computer Hardware/Software	75,000	5,180,000	150,000	150,000	150,000	150,000	5,780,000
<u>Misc. (Facilities, Equipment, Other)</u>							
Lactation Room	19,000	-	-	-	-	-	-
Total Miscellaneous	19,000	-	-	-	-	-	-
Total Capital Before KSAM	41,239,158	61,873,898	69,076,204	34,565,680	33,527,045	9,231,530	208,274,357
<u>KSAM</u>							
Advanced Rapid Transit N/S Corridor	80,763,837	124,992,000	210,219,000	67,829,000	-	-	403,040,000
Advanced Rapid Transit E/W Corridor)	-	26,976,000	68,536,000	91,011,000	104,605,000	12,661,000	303,789,000
2nd O&M Facility	-	-	-	17,032,000	17,737,000	28,426,000	63,195,000
Total KSAM	80,763,837	151,968,000	278,755,000	175,872,000	122,342,000	41,087,000	770,024,000
Total Capital	\$ 122,002,995	213,841,898	347,831,204	210,437,680	155,869,045	50,318,530	\$ 978,298,357

VIA Metropolitan Transit
Five-Year Capital Spending Plan (FY 2026 - FY 2030)
Capital Spending & Funding Sources

CAPITAL PROJECTS SPENDING:

	Fiscal Year					
	2026	2027	2028	2029	2030	Total
Revenue Vehicles	\$ 24,820,114	48,565,600	23,782,000	22,836,000	6,075,000	\$ 126,078,714
Service Vehicles	1,477,082	1,463,194	-	-	-	2,940,276
Passenger Facilities	11,599,304	4,665,304	650,000	650,000	650,000	18,214,608
Operational Facilities	14,163,922	10,236,774	7,500,000	7,500,000	-	39,400,696
Administrative Facilities	200,000	-	-	-	-	200,000
Maintenance Tools & Equipment	1,155,000	845,000	-	-	-	2,000,000
Replacement Components for Revenue Vehicles	3,278,476	3,150,332	2,483,680	2,391,045	2,356,530	13,660,063
Computer Hardware/Software	5,180,000	150,000	150,000	150,000	150,000	5,780,000
Miscellaneous (Facilities, Equipment, Other)	-	-	-	-	-	-
Keep San Antonio Moving (KSAM)	151,968,000	278,755,000	175,872,000	122,342,000	41,087,000	770,024,000
TIP Capital Projects	213,841,898	347,831,204	210,437,680	155,869,045	50,318,530	978,298,357

Other Programs (a):

Section 5310 (Elderly & Disabled)	936,998	908,888	881,621	908,070	935,312	4,570,889
Preventative Maintenance	41,036,625	42,772,373	44,557,680	41,076,795	34,181,938	203,625,411
Capital Costs of Contracting	7,669,455	7,669,455	7,669,455	7,669,455	7,669,455	38,347,275
Paratransit Expenses	13,042,500	13,042,500	13,042,500	13,042,500	13,042,500	65,212,500

Total TIP Projects 276,527,476 412,224,420 276,588,936 218,565,865 106,147,735 1,290,054,432

CAPITAL PROJECTS FUNDING SOURCES:

Sources:

MTA Contractual Obligation Bonds	12,121,314	18,929,449	4,481,000	9,044,000	-	44,575,763
ATD Sales Tax Revenue Bonds	58,751,760	-	-	-	-	58,751,760
TxDOT Grant Funds	5,725,636	-	-	-	-	5,725,636
Section 5339 Grant	3,897,523	8,905,243	10,767,200	11,581,240	2,490,560	37,641,766
MPO FY 2023-FY 2027 Call for Projects	12,448,800	18,192,584	-	-	-	30,641,384
CMAQ Funds - Capital	-	-	-	-	-	-
No-Low Grant	-	-	-	-	-	-
MPO STPM - Bus Stop Improvements	110,162	-	-	-	-	110,162
FY 22 Section 5307	300,000	-	-	-	-	300,000
CIG Grant - Green Line	61,311,196	117,091,983	6,474,881	-	-	184,878,060
CIG Grant - Silver Line	-	54,828,800	72,808,800	31,154,000	-	158,791,600
Federal Grant for 2nd O&M Facility	-	-	-	-	-	-
Carryover Grant Funds	-	-	-	-	-	-
Local	59,175,507	129,883,145	115,905,799	104,089,805	47,827,970	456,882,226
Total Capital Projects Funding	213,841,898	347,831,204	210,437,680	155,869,045	50,318,530	978,298,357

Subtotals by Source:

Grant Funds	83,793,317	199,018,610	90,050,881	42,735,240	2,490,560	418,088,608
TxDOT Grant Funds	5,725,636	-	-	-	-	5,725,636
Bonds	70,873,074	18,929,449	4,481,000	9,044,000	-	103,327,523
VIA Cash/Capital (b)	53,449,871	129,883,145	115,905,799	104,089,805	47,827,970	451,156,590
Total	213,841,898	347,831,204	210,437,680	155,869,045	50,318,530	978,298,357

Detail of Section 5307/5340 Total:

Section 5307/5340 Grant	61,748,580	63,484,328	65,269,635	61,788,750	54,893,893	307,185,186
Less JARC Included in 5307/5340	-	-	-	-	-	-
Operating Expense Reimbursements	(61,748,580)	(63,484,328)	(65,269,635)	(61,788,750)	(54,893,893)	(307,185,186)
Total 5307/5340 for Capital Projects	\$ -	-	-	-	-	\$ -

(a) Funding for these operating items is as follows: Section 5310, 50% federal / 50% local, other items listed, 80% federal / 20% local.

(b) This line captures all remaining costs that need to be funded by VIA.

