

TARC BOARD OF DIRECTORS MEETING



Meeting Notice:

Pursuant to KRS 96.A, the TARC Board of Directors is to meet monthly. The next meeting will be held at:

**TARC's Headquarters, Board Room
1000 W. Broadway, Louisville, KY 40203**

Tuesday, August 25, 2026 This meeting will begin at 3:00 p.m. ET / 2:00 p.m. CT.

This meeting is also being held via teleconference as permitted by KRS 61.826. Pursuant to KRS 61.810, the Board of Directors may enter into Closed Session, but shall not take any action in a Closed Session.

Members of the public and/or TARC staff may watch a livestream of the meeting by going to www.facebook.com/ridetarc; the livestream will be at the top of the page; No Facebook account is needed.

Pursuant to the Americans with Disabilities Act, persons with a disability may request a reasonable accommodation for assistance with the meeting or meeting materials. Please contact Stephanie Isaacs at 502.561.5103. Requests made as early as possible will allow time to arrange accommodation.

Any person may provide a public comment in the chat feature at www.facebook.com/ridetarc at any time during a Board meeting which will be read into the record of the Board minutes. Please include your name in the chat. In addition, Ms. Isaacs will accept public comments that are provided to her by 12:00 PM the day before the next regularly scheduled meeting of the Board via email at sisaacs@ridetarc.org.

If you would like speak at the Meeting, please contact Stephanie Isaacs at (502) 561-5103 to sign up or send an email to sisaacs@ridetarc.org.

Guidelines to speak before the TARC Board of Directors:

- a) Only ten (10) residents of TARC's service area per Board meeting will be allowed to speak; if less than ten (10), then the TARC Board Chair may allow a non-resident of Metro Louisville to fill a vacant slot;
- b) Speakers shall be restricted to a maximum of three (3) minutes each and may not share these minutes with any other speaker; however, persons with medically recognized disabilities who are entitled to a reasonable accommodation under the Americans with Disabilities Act (ADA) shall be given an additional minute to speak;

TARC BOARD OF DIRECTORS MEETING

.....continued.....



- c) In order to speak in person at a regularly scheduled TARC Board meeting:
 - i. a speaker must register with Stephanie Isaacs as indicated above.
 - ii. the period to register begins at the conclusion of the prior regularly scheduled Board meeting and ends at 12:00 PM the day before the next regularly scheduled meeting in which the person intends to speak.
 - iii. persons registering may leave their name/alias and address, and shall notify Ms. Isaacs of the topic in which they will speak.
 - iv. no more than three (3) persons may speak with the same position on any one topic before the Board at any meeting (i.e., six (6) persons can speak on one topic before the Board at a particular meeting, three (3) in support and three (3) against);
- d) Any materials presented to the Board may be forwarded prior to or following all Board gatherings to Ms. Isaacs for dissemination purposes;
- e) Speakers before the entire Board are not allowed to use props, displays, or any other objects during their presentations. However, informational handouts may be given to Ms. Isaacs and distributed in accordance with (d) above;
- f) Persons within the audience are allowed to have signs in the Board room that are no larger than 8 ½ x 11 inches. However, such signs may not be attached to any sort of stick and must be displayed in a manner that does not inhibit others from viewing the Board meeting; and
- g) Speakers may not engage in electioneering nor the endorsement or promotion of any commercial product or service.

TARC BOARD OF DIRECTORS MEETING

Agenda – August 25, 2026



1.	Quorum Call/Call to Order/Meeting Minutes	Abbie Gilbert	3:00
	A. Approval of July Meeting Minutes	Board of Directors	3:00-3:02
2.	Public Comments	John Hardesty	3:02-3:15
3.	Board Chair's Report	Abbie Gilbert	3:15-3:20
4.	Finance Committee Report	Justin Brown	3:20-3:25
5.	Operations Committee Report	Myra Rock	3:25-3:30
6.	Executive Directors Report	Ozzy Gibson	3:30-3:45
	A. Employees Above & Beyond		
	B. Operation Report		
	C. COO/Director of Transportation Update	Bruce Withers	
7.	New TARC Network Overview	David Meckle Martin Barna	3:45-3:55
8.	Action Items		3:55-4:10
	A. Resolution 2026-34 Board and Committee Meetings	Ozzy Gibson	
	B. Resolution 2026-35 Employee Handbook	Sherri Toohey	
9.	Financial Report		4:10-4:20
	A. Audit Update	Matt Abner	
	B. June FY 2026 Financials Draft		
11.	Closed Executive Session	Abbie Gilbert	4:20-4:45
	A. Real Estate Update and Personnel Review		
10.	Action Item		
	A. Resolution 2026-36 ED Performance Evaluation	Abbie Gilbert	4:45-4:50
13.	Adjournment	Abbie Gilbert	5:00

July 28, 2026 Board Meeting Minutes

The Board of Directors of Transit Authority of River City (TARC) met on July 28, 2026 at 3:00 p.m. in person at TARC, 1000 W. Broadway in the Board Room and virtually via teleconference as permitted by KRS 61.826.

Board Members Present

In Person

Abbie Gilbert
Alice Houston
Steve Miller
Ted Smith
Christy Ames
Myra Rock

Virtual

Justin Brown
DuWayne Gant

Declined

Meeting Called to Order

Abbie Gilbert called meeting to order at 3:00 p.m.

Quorum Call

June Board Meeting Minutes approved.

Public Comment

John Hardesty presented the preamble: The TARC Board values hearing from its customers, TARC employees and public at large. This Board will not respond in this meeting to any comments made at this time. However, TARC will post a response on TARC's website regarding the comments made by the following meeting. In addition, the TARC Board may assign the feedback or comments to be further examined by its subcommittees and, if warranted, further addressed by TARC. The Guest has 3 minutes to address the Board.

Ms. Martina Kunnecke presented to the TARC Board the transportation history in Louisville. History is repeating itself with upcoming changes to the bus routes by discriminating against the West End.

Ms. Ameerah Granger presented to the TARC Board the hardships that will be felt in the Chickasaw neighborhood due to the New TARC Network changes that are planned to begin August 2, 2026.

Ms. Dannette Matthews joined the TARC Board meeting later, the Board Members agreed to adjust the schedule so that she could present. She presented her concerns regarding the lack of service to the Chickasaw neighborhood with the New TARC Network plans. She has been a long-time rider of TARC, and over the years she could go anywhere in the city on the bus, now with the changes she plus many others will not be able to make those trips. In the name of efficiency, TARC is forgetting about the "human" side of service.

Special Reports

Abbie Gilbert presented Board Chair Report

- Today is Ted Smith's last meeting on the TARC Board. All of us Board Members and staff thank you for your years of service.

TARC Board Elections

John Hardesty presented the nominees for the TARC Board Elections.

- Abbie Gilbert has been nominated to continue as Chairperson of the TARC Board.

The motion was duly moved for approval by Alice Houston. The motion was seconded by Myra Rock. The Board of Directors unanimously adopted Abbie Gilbert as the Chairperson of the TARC Board.

- Steve Miller has been nominated to continue as the Vice Chair of the TARC Board.

The motion was duly moved for approval by Christy Ames. The motion was seconded by Alice Houston. The Board of Directors unanimously adopted Steve Miller as the Vice -Chairperson of the TARC Board.

The TARC Committee Chairs will stay on as Justin Brown Chair of the Finance Committee and Alice Houston Chair of the Operations Committee.

Special Reports

Justin Brown presented the Finance Committee Report.

- All items were fully discussed during the Finance Committee Meeting, including an in-depth conversation regarding FMLA issues at TARC.
- The Resolutions presented has been moved to today's Board Meeting for consideration.

Alice Houston presented the Operations Committee Report.

- The New TARC Network was discussed at length. After August 2 launch, we will continue to learn and possibly adjust as needed.

Staff Reports

Ozzy Gibson presented the Above and Beyond award to Coach Operator Naphatina Phillips.

Ozzy Gibson presented the Operations Report.

- He thanked everyone for all of hard work and long hours leading up to the launch of the New TARC Network (NTN) on August 2.
- TARC has attended 22 community events promoting the NTN
- Launched TARC & Park with KY Shakespeare Festival.
- Hosted media Ride-A-Long with Ozzy for the preview of NTN.
- Hosted US DOT Transportation Safety Institute (TSI) certification training for TARC Road Supervisors and supervisors from outside the agency.
- Downtown Transfer Center (DTC) Update.
 - All adjustments to the DTC have been approved by Public Works.
 - Fences installation completed around property.
 - Security Trailer delivered and set up.
 - Security cameras installed and operating.
 - Sidewalk replacement and shelter pad work started.
 - Two-way streets changes are in the process of being completed.

- The June fixed route ridership and on-time performance numbers were reviewed.
- The June fixed route missed runs and missed hours were reviewed.
- The June Paratransit service numbers were reviewed.

Bruce Withers presented the COO update.

- June Paratransit numbers reviewed.
- Cancellations and no-shows continue to cost TARC \$83,147 per month.
- June Fixed-Route missed runs and missed hours shared.

NTN Update

Martin Barna with JWA presented the New TARC Network (NTN) Implementation Update.

- Launch week activities include cheerleaders cheering each bus as they leave the garage.
- Goodie bags for all employees.
- Bus Stop Changes. TARC contractors have almost completed installations of nearly half of the 1,500+ new bus stop signs that are needed for network launch.
- TARC staff installed flyers at all bus stops prior to sign changes to inform riders about the changes.
- Downtown Street Conversions. Louisville Metro staff should be complete with all the lining by August 2 and 3.
- DTC site trailer, fencing and line stripping is complete. The shelters are being added at the different stops. Most of them should be in place by August 2.

David Meckle presented the NTN Marketing Key Accomplishments.

- NTN Web page views is 44.9 % of all web traffic, with 72,638 views.
- New signs: over 50% of all new signs are up.
- On-bus information is shared through announcements, interior cards, bus wrap and marquee signs.
- Social Media posts with information are posted weekly.
- Community outreach portion of the awareness campaign include: ride-alongs, pop-ups, community meetings, and community events.
- Public Relations Campaign includes: Media ride-alongs with Ozzy, Morning Show Blitz week of 7/20, two Week countdown press release, and press event for launch day.
- Trips planned with online tool: 15,000+

Action Items

David Meckle presented Resolution 2024-42 Amendment #1 to TARC Advertising Policy.

- The purpose of this memorandum is to request Board approval of an amendment to TARC's Advertising Policy, which currently limits alcohol-related advertising on transit vehicles, shelters, and other system assets to "alcohol experiences, tours and events."
- Alcohol-related ads that showcase a brand or type of alcohol are prohibited under the current policy.
- Staff recommends a revision to the current Advertising Policy to permit alcohol-related advertising that showcase a brand or type of alcohol on buses, shelters, and associated transit assets, subject to the following parameters:
 - Advertisements must comply with all applicable federal, state, and local laws and regulations governing alcohol marketing.

- Advertisements must adhere to existing agency content standards, including prohibitions on obscene, discriminatory, or unsafe messaging.
- Advertisements may not target, depict underage individuals or imply underage alcohol consumption.
- Placement guidelines, review procedures, and monitoring mechanisms will be updated to ensure responsible implementation.
- Due to the current restriction, TARC is not considered by national advertising agencies when placing national or regional transit media ad buys.
- Current Adspasure transit partners –including IndyGo, KCATA, Trinity Metro and TANK– have expanded their advertising policies in recent years to permit responsible alcohol brand advertising.
- The no- and low-alcohol beverage market is growing, especially with millennials, creating additional advertising opportunities beyond traditional alcoholic beverages.
- Removing the restriction would generate meaningful new advertising revenue opportunities. Adspasure identified at least \$100K in missed sponsorship opportunities for this year’s Derby. Based on an estimated 50% close rate, this represents approximately \$50K in lost revenue for TARC from that event alone.

Board Members discussed the parameters around the approval process for liquor advertising moving forward.

David Meckle assured the Board Members that all advertising will continue to be reviewed to make sure it follows the strict guidelines that are in place.

The motion was duly moved for approval by Steve Miller. The motion was seconded by Alice Houston. The Board of Directors unanimously adopted the resolution.

Matt Abner presented Resolution 2026 -22 Amendment #1 API to Payroll and HRIS System Solutions.

- In May 2026, the Board approved a resolution (2026-22) to exercise the final two (2) remaining option years for Payroll and HRIS System Solutions with ADP, Inc. (#20211692) for a total not-to-exceed amount of \$363,600.
- Since that approval, additional planning and implementation efforts have identified a need for API integration services.
- These services will enable automated, direct data communication between ADP and external applications, such as scheduling and leave management software, thereby increasing operational efficiency.
- The API services are quoted at \$8,838 for the first year and \$11,784 for the second year. The Procurement staff has reviewed the total integration cost of \$20,622 and determined it to be fair and reasonable based on current market pricing.
- Funding for these services will be provided through the FY2027 budget and subsequent fiscal year budgets.

The motion was duly moved for approval by Alice Houtson. The motion was seconded by Christy Ames. The Board of Directors adopted the resolution, with Ted Smith abstaining from voting due to conflict of interest.

Matt Abner presented Resolution 2026-32 Workers’ Compensation Excess Insurance Policy (20262027).

- Workers’ Compensation Excess Insurance Policy currently self-insures the first \$500,000 of any claim, including both medical payments and indemnity benefits.

- Due to TARC being a self-insured organization, Kentucky Labor Cabinet regulation requires that TARC maintain an excess insurance policy.
- Higginbotham serves as TARC's insurance broker for workers' compensation excess insurance and acquires premium quotations on TARC's behalf.
- This Resolution seeks approval to negotiate and enter into a policy agreement with Arch Insurance Company providing specific retention by TARC of the first \$500,000 on any claim with an annual deposit premium of \$429,046, effective September 1, 2026.

Board Members requested a document containing a review of the past 5 or 10 years to highlight what the trends are with claims for the next Board Meeting.

The motion was duly moved for approval by Ted Smith. The motion was seconded by Myra Rock. The Board of Directors unanimously adopted the resolution.

Sherri Toohey presented Resolution 2026-31 Leave Administration Software Solution (20262030).

- TARC is seeking a leave administration software solution to transition from inefficient manual tracking to an automated system.
- As of May 2026, 27% of TARC's workforce (135 employees across 171 active cases) utilizes FMLA, driving up administrative complexity. Implementing this software is critical to ensure regulatory compliance, optimize HR operational efficiency, and streamline cross-agency leave management.
- Proposals were rigorously evaluated across critical categories—including functionality, integration, support, and compliance tracking for FMLA, Workers' Compensation, and disability leave.
- Based on these criteria and pricing, AbsenceSoft was determined to provide the best overall value and selected for the award.

The contract includes a four (4) year term:

- A 20% contingency of \$27,200 has been added to accommodate unforeseen FMLA service requirements or subsequent system upgrades.
- The implementation and first-year subscription costs will be funded through Federal Fiscal Year (FFY) 2022 Formula Grant KY-2023-010.
- The required local match of 20% (\$9,667) is included in the FY 2027 operating budget.
- Subsequent annual subscription costs will be funded through TARC operating funds.
- The total authorization for this contract, including all optional terms, is \$163,224.

Board Members discussed the Federal Family Leave Act (FMLA) high numbers at TARC and the impact on getting service out the door.

Sherri Toohey presented that TARC has a 10% higher rate of FMLA cases compared to other transit companies. For the transit industry as a whole has a 40% higher rate than other industries.

The motion was duly moved for approval by Alice Houston. The motion was seconded by Myra Rock. The Board of Directors unanimously adopted the resolution.

Keith Shartzter presented Resolution 2026-33 Amendment to Police services (20241869).

- Police support services are required to maximize safety for TARC while on TARC property and on TARC buses.
- Police support services are an essential part of TARC's daily operations.
- The police support services personnel are responsible for monitoring all security activities on TARC's coaches and property.

- This includes providing support for all coach operators and passengers, along with providing assistance to onsite security guards as needed.
- Properties serviced by this contract include all TARC coaches, TARC's Union Station at 1000 West Broadway (including the Transportation and Operations Building and the Alyce French-Johnson Training and Education Center), the TARC maintenance facility at 2905 West Broadway, 925 West Broadway maintenance garage, and the TARC Customer Service building at 2901 West Broadway.
- This service is imperative to maintain the safety and security of TARC, its employees and passengers.
- TARC has estimated an annual hour amount of 11,648 for such police support and an additional 120 contingency hours for any unforeseeable incident that may occur throughout the year.
- Police Security Services has accepted the negotiated rate of \$70.00 per hour for the initial term of two (2) years at a contract value of \$1,647,520.
- The optional three (3) year term will include an annual escalator of 5% which will bring the new not-to-exceed (NTE) total amount to \$4,374,300.
- To ensure uninterrupted service, staff recommends exercising the three (3) year option term and increasing the contract value of an additional \$2,726,780, which includes a 5% annual escalator.
- The Procurement Department's pricing analysis of the previous two (2) years confirms that the option-term pricing is fair and reasonable.
- This is not a piggyback contract, and funding has been budgeted for FY27 through the Safety Department.

The motion was duly moved for approval by Ted Smith. The motion was seconded by Christy Ames. The Board of Directors unanimously adopted the resolution

Financial Report

Matt Abner presented an update on the audit.

Board Closed Session – Real Estate Opportunity

Abbie Gilbert asked for a motion to have the Board move into a closed session.

The motion was duly moved for approval by Steve Miller. The motion was seconded by Alice Houston. The Board of Directors moved into a closed session pursuant to KRS 61.810 to discuss a potential real estate opportunity.

Abbie Gilbert asked for a motion to have the Board move to an open session.

The motion was duly moved for approval by Steve Miller. The motion was seconded by Ted Smith. The Board of Directors moved into open session. No action was taken during the closed session.

Public Comment from FaceBook

John Hardesty presented comments by Ms. Shawn Spencer.

- Remember LMPD said they don't like answering calls at 26th & Broadway because it lacks lighting. The stop should be in front of Krogers!

Final Tribute and Thanks to Ted Smith.

Abbie Gilbert made a motion to adjourn at 5:05 p.m. This motion was approved by the Board.

Abbie Gilbert, Chair of the TARC Board

Date



BOARD OF DIRECTORS
AUGUST 25, 2026

AUGUST OPERATIONAL UPDATE

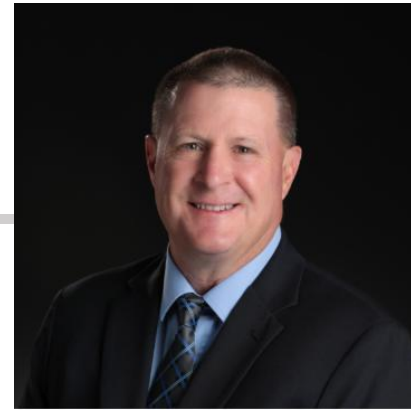




EXECUTIVE DIRECTOR REPORT

SINCE THE LAST BOARD MEETING, TARC ...

- Launched the New TARC Network!
- Staffed the Downtown Transfer Center and buses throughout the system to help passengers with their new network trips
- Helped connect the city to the Kentucky State Fair via the new route #3
- Installed charging stations and finished striping for electric buses



Ozzy Gibson
Executive Director



The
NEW TARC
has arrived!
¡El NUEVO TARC ha llegado!

**FARE-FREE
AUG 2-16**

Sin costo de pasaje del 2 al 16 de agosto.

ridetarc.org/new





NETWORK COMPARISONS, AUGUST (2025 vs. 2026)

August 3-9, 2026 (New Network)	Weekday	Saturday	Sunday	Total
Total Boardings	89,965	12,518	9,498	111,981
Average Daily Boardings	17,993	12,518	9,498	15,997
Revenue Hours (Daily)	1,039	847	710	6,754
Revenue Miles (Daily)	12,895	10,722	9,127	84,324
Boardings Per Revenue Hour	17.31	14.77	13.38	16.58
Boarding Per Revenue Mile	1.40	1.17	1.04	1.33

August 4-10, 2025 (Old Network)	Weekday	Saturday	Sunday	Total
Total Boardings	97,862	12,058	8,988	118,908
Average Daily Boardings	19,572	12,058	8,988	16,987
Revenue Hours (Daily)	1,170	920	859	7,631
Revenue Miles (Daily)	14,795	12,077	11,356	97,406
Boardings Per Revenue Hour	16.72	13.11	10.46	15.58
Boarding Per Revenue Mile	1.32	1.00	0.79	1.22



NETWORK COMPARISONS, AUGUST (2025 vs. 2026)

August 10-16, 2026 (New Network)	Weekday	Saturday	Sunday	Total
Total Boardings	92,010	12,375	9,256	113,641
Average Daily Boardings	18,402	12,375	9,256	16,234
Revenue Hours (Daily)	1,079	847	710	6,954
Revenue Miles (Daily)	13,269	10,722	9,127	86,194
Boardings Per Revenue Hour	17.05	14.60	13.04	16.34
Boarding Per Revenue Mile	1	1	1	1

August 11-17, 2025 (Old Network)	Weekday	Saturday	Sunday	Total
Total Boardings	97,605	11,385	8,749	117,739
Average Daily Boardings	19,521	11,385	8,749	16,820
Revenue Hours (Daily)	1,237	920	859	7,962
Revenue Miles (Daily)	15,403	12,077	11,356	100,447
Boardings Per Revenue Hour	15.79	12.38	10.19	14.79
Boarding Per Revenue Mile	1.27	0.94	0.77	1.17

DIRECTOR SPOTLIGHT: KEITH SHARTZER

Director of Safety & Security, Keith Shartzter

With more than 24 years of dedication to safety in the Louisville area, Keith brings experience in the fields of public transit, trucking, commercial transportation, and paratransit service. He first worked with TARC in 2012 as a Safety Manager with First Transit while operating TARC3 service. He joined TARC in 2020 as a Training Manager before accepting his current director role in 2023.

Keith holds a bachelor's degree from Western Kentucky University, is a Smith System Certified trainer, and holds several awards and certificates for his work and dedication to safety.

Keith loves to spend his time outside work with his grandchildren, and as a high school and college (D1, D2, D3, NAIA) baseball umpire!

He has brought a love of safety, enthusiasm, and a very unique level of fun and learning to his TARC position with his monthly safety videos!



“A strong safety culture is built when we stop asking who is responsible for safety and start recognizing that we all own it!”



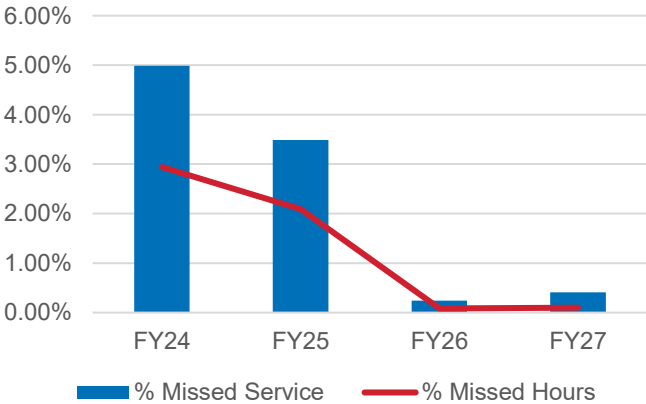
JULY FIXED-ROUTE MISSED RUNS AND MISSED HOURS

FY25	Total Runs	Missed Service	% Missed Service (Avg)	Missed Hours	% Missed Hours (Avg)
July	5441	254	4.67%	1,182.70	3.23%
August	5452	171	3.14%	632.58	1.76%
September	5174	180	3.48%	715.30	1.87%
October	5513	284	5.15%	1,239.55	3.19%
November	5185	264	5.09%	1,125.32	3.12%
December	5378	320	5.95%	1,489.20	4.01%
January*	5293	254	4.80%	1,092.23	3.03%
February	4476	145	3.24%	603.12	1.70%
March	4903	137	2.79%	522.73	1.43%
April	4822	69	1.43%	253.75	0.71%
May	4903	83	1.69%	263.58	0.77%
June	4613	20	0.43%	80.95	0.27%
Total	61,153	2,181	3.49%	9,201.01	2.09%

FY26	Total Runs	Missed Service	% Missed Service (Avg)	Missed Hours	% Missed Hours (Avg)
July	4351	6	0.14%	26.56	0.01%
August	4770	9	0.19%	25.50	0.07%
September	4770	6	0.13%	11.72	0.03%
October	4770	7	0.15%	17.53	0.05%
November	4770	20	0.42%	67.65	0.20%
December	4770	14	0.29%	29.52	0.08%
January*	4542	24	0.53%	76.73	0.15%
February	4148	11	0.26%	25.83	0.08%
March	4581	1	0.02%	02.86	0.01%
April	4422	10	0.23%	17.30	0.05%
May	4422	8	0.18%	17.63	0.05%
June	4422	10	0.23%	18.40	0.05%
Total	54,438	126	0.23%	337.23	0.07%

FY27	Total Runs	Missed Service	% Missed Service (Avg)	Missed Hours	% Missed Hours (Avg)
July	4422	18	0.41%	36.32	0.10%
August					
September					
October					
November					
December					
January*					
February					
March					
April					
May					
June					
Total	4422	18	0.41%	36.32	0.10%

Missed Service and Hours



*January 2025 & 2026 adjustment due to winter weather



JULY ON-TIME PERFORMANCE 90% CLUB

Operator	OTP %
Bolus, David	99%
Johnson, Donald	99%
Powell, Ronald	98%
Wilson, Jimmy	98%
Carpenter, Garry	98%
Moore, Chalondias	97%
Murray, Glenn	97%
Edwards, Trina	97%
Miller, Erica	97%
Bailey, Kendrick	96%
King, Keith	96%
Alexander, Maurice	96%
Leonard, Tracy	96%
Cook, Donna	96%
Swain, Cessli	95%
Moore, Timothy	95%
Lindsey, Damian	95%
Pitmon, Cheryl	95%
Taylor, Lionel	95%
Wells, Sheena	95%
Mason, Brooklyn	95%
Sandifer, Calvin	94%

Total Coach Operators for Service (July):
Total Coach Operators for Service (June):

Operator	OTP %
Williams, Shuntelle	94%
Sloan, Anthony	94%
Tebault, William	94%
Mitchell, Keith	93%
Saulsberry, Steve	93%
Keita, Adrahamane	93%
Robb, Larry	93%
Miles, Brittney	93%
Pruitt, Tammy	93%
Harper, Jeffrey	92%
Kenyon-Scott, Melanie	92%
Bachelor, Michael	92%
Coleman, Lelia	92%
Beckham, Cordelro	92%
Broyles, Kameran	92%
RANDALL, PHILEPE	92%
Malone, Eddie	92%
Hawkins, Nisha	92%
Hayes, Kamika	92%
Hurrigan, Kimberly	92%
Cecil, Shawn	92%
Neal, Joel	92%

233
250

Operator	OTP %
Patterson, Pamela	91%
Muhire, Bernond	91%
Heil, Jesse	91%
Williams, Rodney	91%
Williams, Robin	91%
Cockroft, Latisha	91%
Smith, William	91%
Glenn, Rachelle	91%
Withers, Freda	91%
Rogers, Dewayne	91%
Cochran, John	91%
Lucas, Courtney	91%
Jackson, April	91%
Reed, Bessie	90%
Tidwell, Teven	90%
Walker, Wayne	90%
Roberson, David	90%
Jackson, Andre	90%
Sandage, Mary	90%
Jordan, Kenyatta	90%
Trowell, Laquita	90%

Total Coach Operators at 90% or better (July):
Total Coach Operators at 90% or better (June):

65
72



JULY ON-TIME PERFORMANCE 80% CLUB

Operator	OTP %
Pitts, Kendell	89%
Fitzgerald, Birdturam	89%
Bowen, Angela	89%
Miller, Terrence	89%
List Iii, Frank	89%
Nathaniel, leesha	89%
Finn, Jadavia	88%
Wadlington, Tina	88%
Wallace, Sandie	88%
Harris, Stephon	88%
Powell Jr, Tyrone	88%
Smith, Anthony J.	88%
Nelson, Paul	88%
Watson, Jason	88%
Cleveland, Sammy	87%
Mccraney, Yazmin	87%
Knight, Kelley	87%
Stoudemire, Deondria	86%
Lansberg, Jon	86%
Malone, Dewan	86%
Florence, Albert	86%
Brents, James	86%

Operator	OTP %
Adams, Robert	86%
Mattingly, Stephen	86%
Brewer, Kelvin	86%
Yarbrough, Demetra	86%
Wade, Robert	85%
Cunningham, Latoi	85%
Podbicanin, Ervad	85%
Colbert, Keyshulmaria	85%
Polen Williams, Starlene	85%
Ross, Dawnyell	85%
Finn, Davisha	85%
Brown, Curtis	85%
Ellison, Frank	85%
Williams, Brittany	85%
Reynolds, Dale	85%
Offutt, Joseph	85%
HURST, GENETTA	85%
Robert, Anna	85%
Goss, Asher	84%
Johnson, Lisa	84%
Henderson, Delisa	84%
Maddox, Gwendolyn	84%

Operator	OTP %
Ward, Patrick	84%
Jarrett, Christopher	84%
Sweat, Renesha	84%
Wade, Shonda	84%
Spaine, Zazzirah	84%
Warner, Jeffery	84%
Miller, Antonio	84%
Taylor, Danielle	84%
Finisson, Ruby	84%
Thomas, Stephanie	83%
Goodwin, Remonda	83%
Watkins, Joshua	83%
Kennedy, Kyneesha	83%
Yasharahla, Ahdawan	83%
Brown, Orlando	82%
Brown, Teresa	82%
Myles, Antonio	82%
Wayne, Keith	82%
Wells, Thomas	82%
Yarbrough, Talitha	82%
Rodriguez Villanueva, Ismael	81%
Wilde, Samuel	81%

Operator	OTP %
Murray, Alise	80%
Smith, Stacey	80%
Colbert, Elonda	80%
Kirk, Nicole	80%
Johnson, Melissa	80%
Meneese, Anita	80%
Jackson, Dennis E.	80%
Knights, Donald	80%

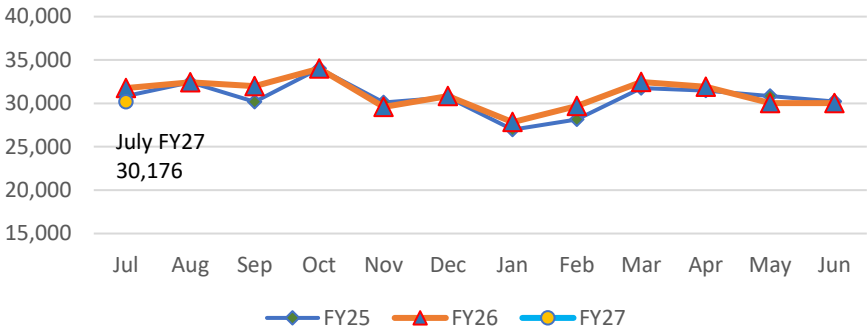
Total Coach Operators for Service (July): 233
Total Coach Operators for Service (June): 250

Total Coach Operators at 80% to 89% (July): 74
Total Coach Operators at 80% to 89% (June): 18 83

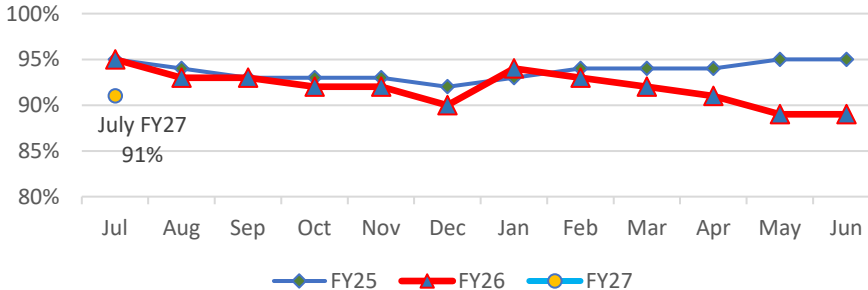


JULY PARATRANSIT SERVICE (TARC3)

TARC3 Paratransit Ridership



TARC3 Paratransit On-Time Performance



Performance Indicator	Paratransit (TARC3)		
System Production	FY27 YTD	FY26	FY25
Total Ridership	30,176	372,551	367,610
Avg. Monthly Ridership	30,176	30,634	30,634
Total Revenue Miles	345,644	4,374,215	4,374,215
Total Revenue Hours	22,118	277,039	277,039
Trips per Revenue Mile	0.09	0.08	0.08
Trips per Revenue Hour	1.36	1.33	1.33

Monthly Ridership 30,176
Comparison VLM 0.49%
Comparison VLY -4.99%
Total YTD Ridership 30,176

On-Time Performance			
Paratransit (TARC3)			
	FY27	FY26	FY25
Jul	91%	95%	95%
Aug		93%	94%
Sep		93%*	93%
Oct		92%	93%
Nov		92%	93%
Dec		90%	92%
Jan		94%	93%
Feb		93%	94%
Mar		92%	94%
Apr		91%	94%
May		89%	95%
Jun		89%	95%
FYTD		92%	94%

Paratransit FY27 Goal 91%

VLM: A comparison of data between the current month, and the immediately preceding calendar month
VLY: A comparison of data between the current month, and the same month from the preceding year



COO / DIRECTOR OF TRANSPORTATION REPORT

PARATRANSIT

- Focus on improving customer experience through efficiency, technology, and KPI tracking.
- July scheduled trips: 34,042 with 30,176 performed trips. Very similar to May.
- Late cancels, cancel at the door and no shows: 6.7%, contributing to the overall 13.9% cancellations.

	2025		2026	
	Scheduled	Performed	Scheduled	Performed
January	32377	26966	14104	12656
February	32835	28165	33425	29943
March	35319	31203	36793	32452
April	35492	31483	36829	31896
May	34147	30911	33441	30033
June	33531	30364	33327	30030
July	35312	31853	34042	30176
August	35739	32485		
September	35587	31990		
October	37267	34182		
November	33251	30324		
December	35727	12856		

July 2026 Scheduled Trips	34042		
Same Day Cancel	2511	7.2%	
Late Cancel	1051	3.0%	\$ 23,605
Cancel at the Door	422	1.2%	\$ 19,834
No Show	876	2.5%	\$ 36,564
	4860	13.9%	\$ 80,004



SNAPSHOT: NEW TARC NETWORK (AS OF AUG 18)

- OTP – 79.85% to a goal of 80%; we have zero missed service month-to-date.
- Top performing route are routes #99, #5, and #72
- Bottom performing routes are #76, #93 and #8. Working with planning to address changes for January.
- Averaging 18 extra-board operators to assist with route #76 and #94.
- UofL started school on August 17th; ridership has been 3700 plus trips per day.

- The most productive routes are #1 (Broadway), #3 (Preston) and #10 (Dixie). Broadway averages near 4000 trips per day.
- Least productive routes are #93 (UPS), #81 (VA hospital), and #71 (New Albany). The #99 also serves UPS, averaging just over 400 trips per day.

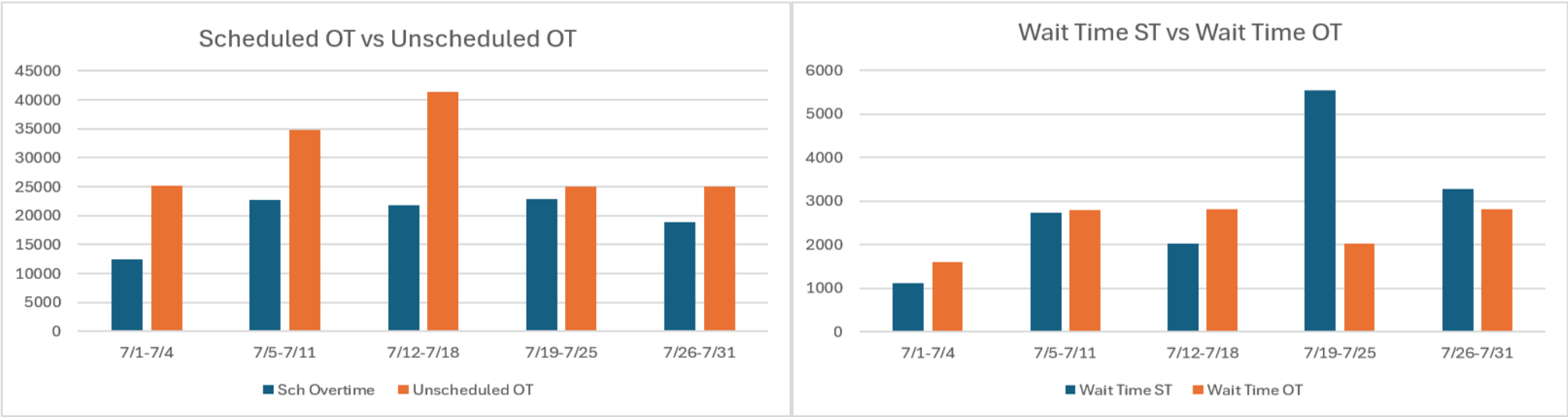
- The Downtown Transfer Center (DTC) is seeing more boardings than anticipated (1400 plus daily boardings during the week).
- The DTC is working remarkably well. Passengers seem to have grasp the pulse concept.
- Still have ambassadors at the DTC to assist passengers.
 - Started with 15 back in June
 - Currently we have 12 ambassadors at the DTC and riding buses.
 - On August 24th , we will drop to 3 shifts at the DTC Monday – Friday.

- The Call Center is back to normal. On August 3rd, we received 2500 calls (250 pertained to the NTN).
- Today, we are averaging less that a 1000 calls. Only 50 – 75 calls are about the NTN.



COO/Director of Transportation Report

Fixed Route



Scheduled vs. Unscheduled Overtime

- Scheduled overtime remained relatively consistent throughout the reporting period, with only minor week-to-week fluctuations.
- Unscheduled overtime increased during the weeks of **7/5–7/18**, peaking mid-month before declining during the final two weeks of July.
- Reduction in unscheduled overtime at month's end indicates improved staffing stability and workforce management while continuing preparations for the New TARC Network.

Wait Time Straight Time vs. Overtime

- Wait time paid at straight time fluctuated throughout the month, with a notable increase during the week of **7/19–7/25**, reflecting operational or service coverage demands.
- Wait time paid at overtime remained relatively stable overall and decreased during the same period that straight-time wait increased, indicating that available straight-time resources were utilized before assigning overtime.



TARC LEADERSHIP



Tonya Day
Chief Financial
Administrative Officer



Bruce Withers
COO / Transportation



John Hardesty
General Counsel



Jennifer Miles
Mobility Services



Sherri Toohey
Human Resources



Rick Dooley
Maintenance



Liann Alfaro
Planning



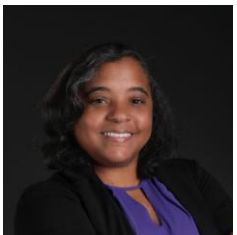
Maria Harris
Procurement



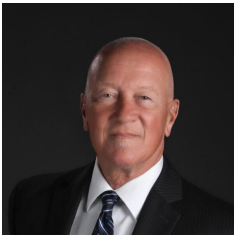
Dan Franklin
Senior Advisor



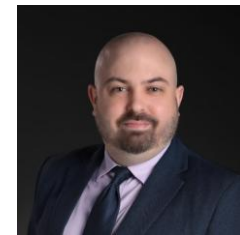
David Meckle
Marketing &
Communications



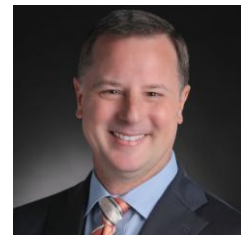
Anna Cooper
Customer Experience



Keith Shartzner
Safety & Security



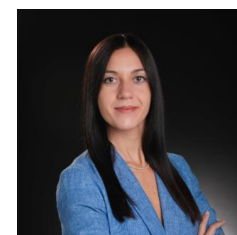
Nathan Love
Training



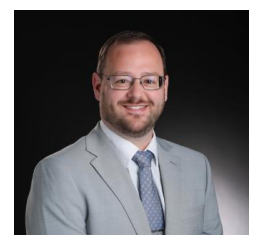
Chris Ward
Capital & Facilities



Joe Triplett
Information
Technology



Annalisa Roberson
Civil Rights &
Compliance



Matt Abner
Finance

ADDITIONAL STATS FOR BOARD MEMBER REVIEW



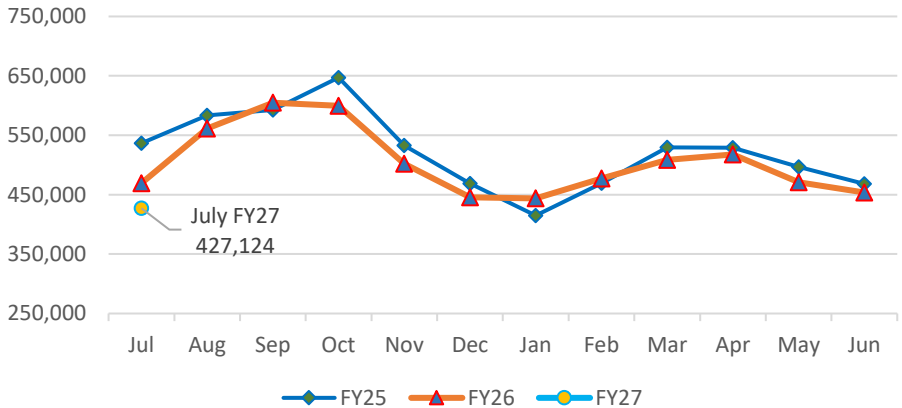
AUGUST DIRECTORS UPDATE

August 25, 2026

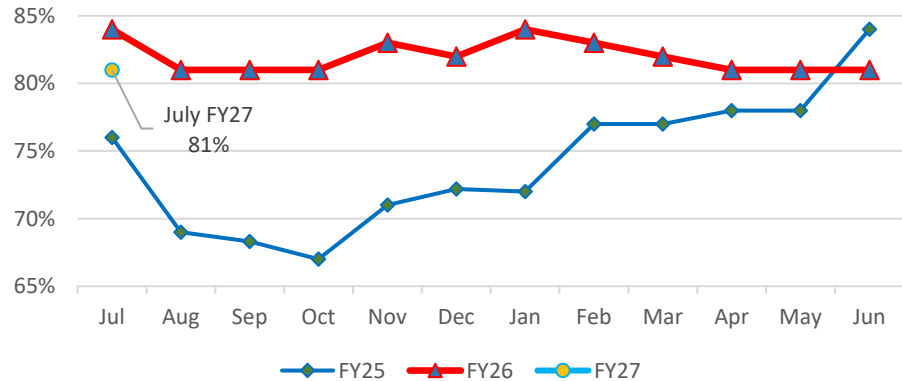


JULY FIXED ROUTE SERVICE

Fixed-Route Ridership



Fixed-Route On-Time Performance



Performance Indicator	Fixed-Route System		
	FY27 YTD	FY26	FY25
Total Ridership	427,124	6,084,730	6,636,904
Avg Monthly Ridership	427,124	504,551	553,075
Total Revenue Miles	425,202	4,845,901	5,231,772
Total Revenue Hours	32,155	375,471	409,032
Trips per Revenue Mile	1.00	1.26	1.20
Trips per Revenue Hour	13.28	16.21	15.37

Monthly Ridership Comparison VLM -5.85%
Comparison VLY -8.81%

Total YTD Ridership 427,124

On-Time Performance			
Fixed-Route			
	FY27	FY26	FY25
Jul	81%	84%	72%
Aug		81%	69%
Sept		81%	69%
Oct		81%	67%
Nov		83%	71%
Dec		82%	72%
Jan		84%	**
Feb		83%	77%
Mar		82%	77%
Apr		81%	78%
May		81%	78%
June		81%	84%
FYTD		82%	74%

Fixed-Route FY26 Goal 80%

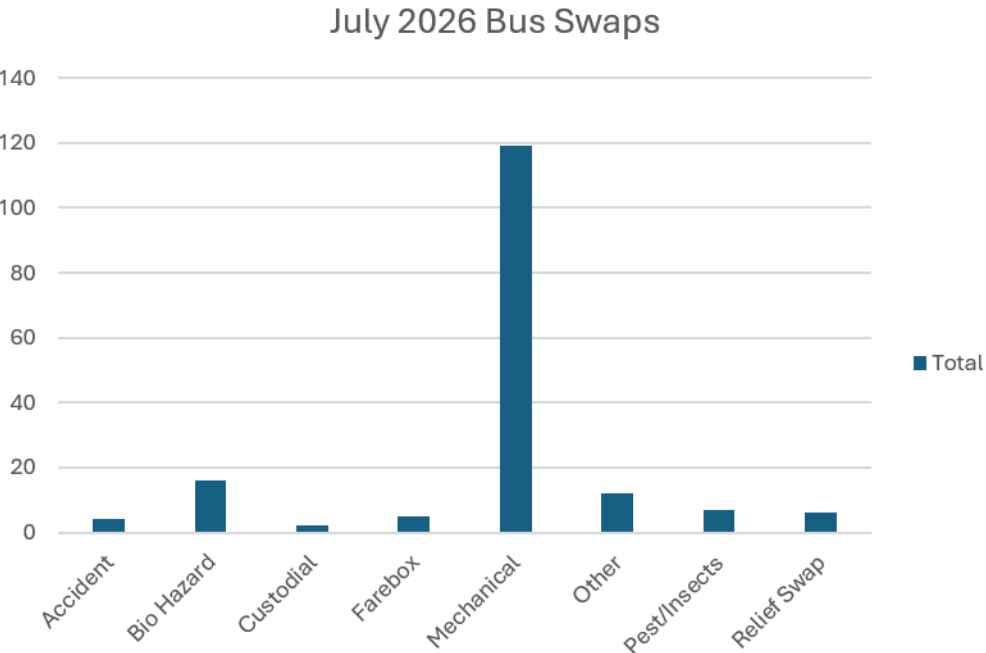
VLM: A comparison of data between the current month, and the immediately preceding calendar month
VLY: A comparison of data between the current month, and the same month from the preceding year



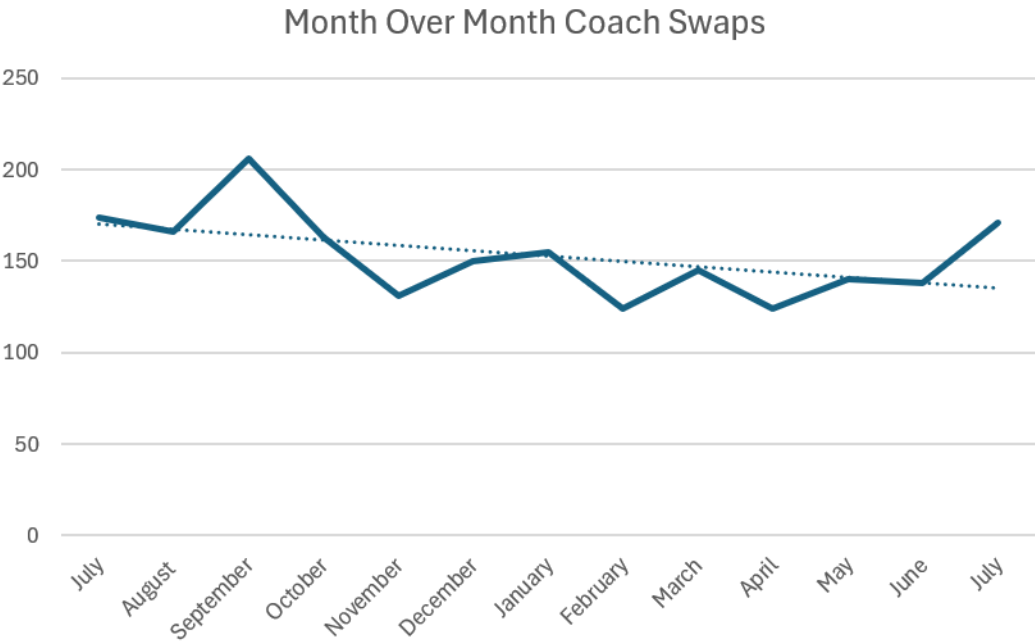
COO/Director of Transportation Report

Maintenance

- July recorded **171 bus swaps**, near the same from higher than June, but it is below peak levels seen in September 2025.
 - Weekday 23, Saturdays 4 and Sundays 4
- Mechanical issues remained the primary cause of bus swaps.
- Overall swap activity continues to trend below last year’s levels despite monthly fluctuations.
- Road Supervisors evaluate vehicles prior to authorizing swaps when operationally feasible.
- Getting the Maintenance Supervisor involved before sending a swap to the operator.



July Total: 171



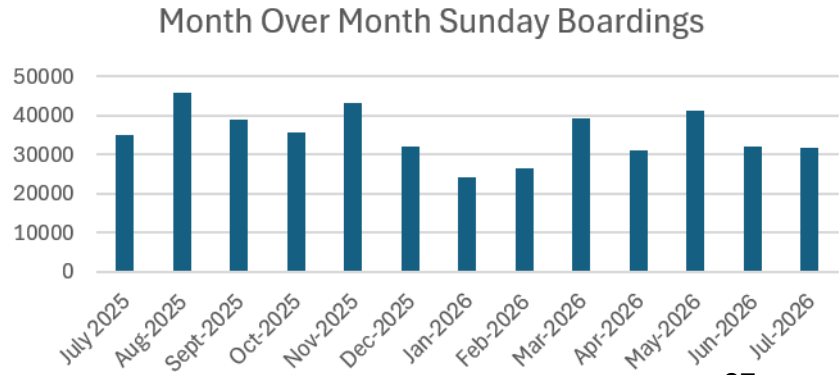
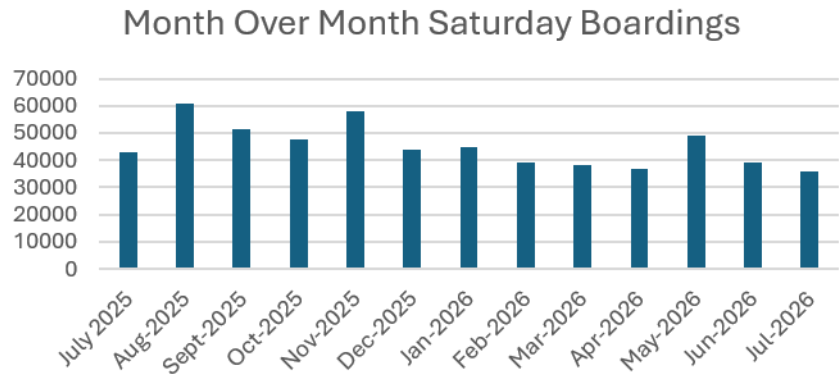
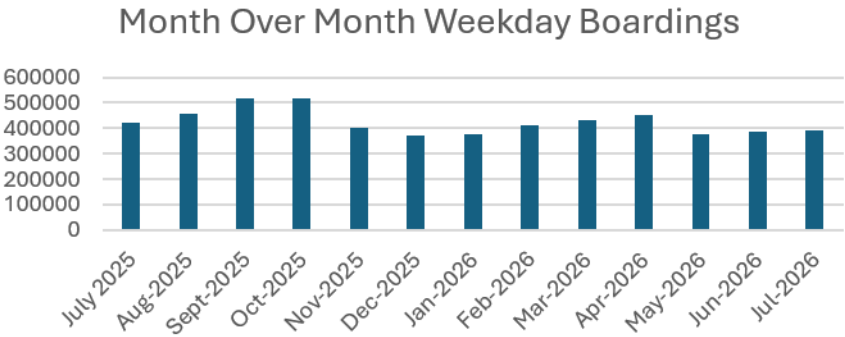
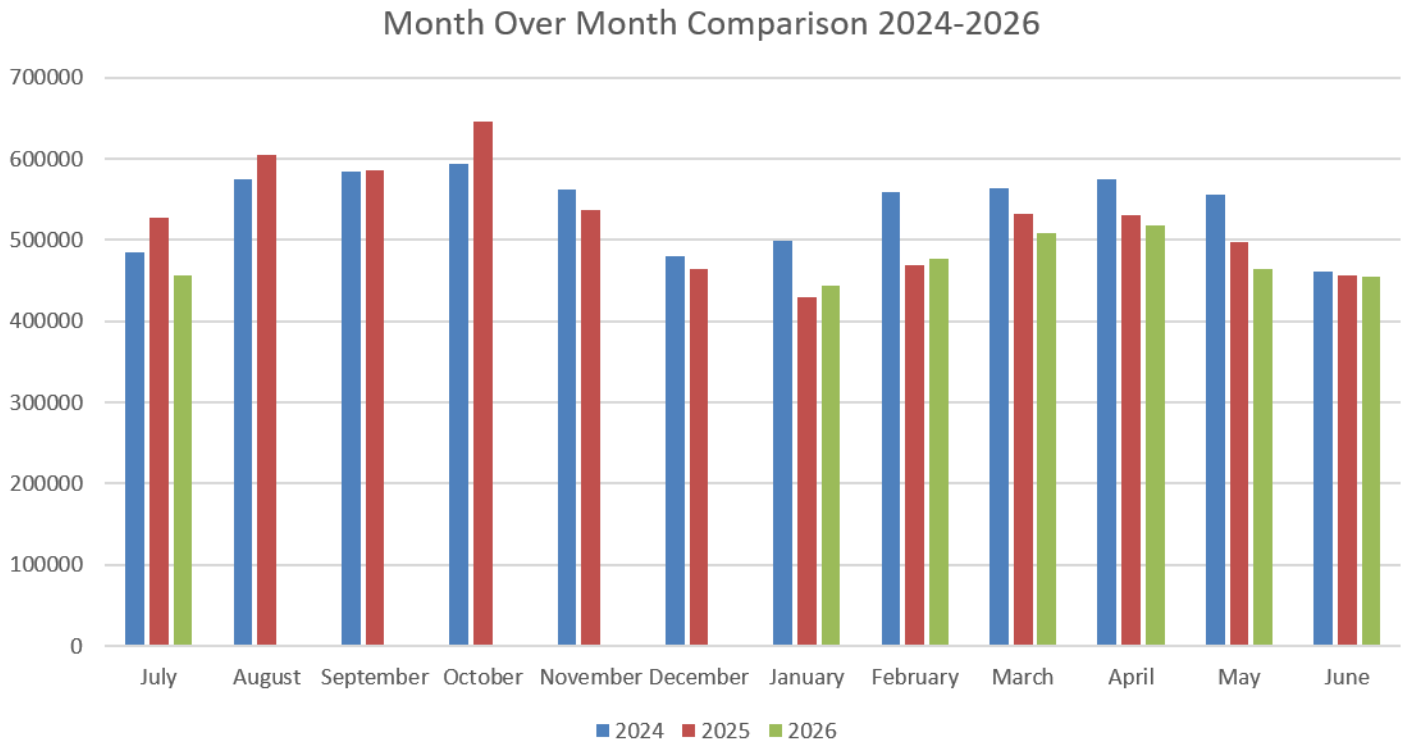


COO/Director of Transportation Report

Fixed Route

Boardings- Month Over Month Comparison

- Weekday boardings in July was consistent with previous months.
- Saturday and Sunday ridership dipped slightly.
- I-65 closure may have slowed down ridership.
- Transportation did an excellent job communicating and managing detours and so on.



MAINTENANCE

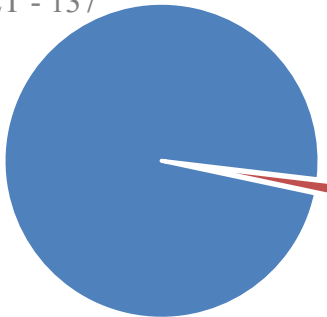
HIGHLIGHTS

- Bus Barn floor striping for electric bus safety and charging alignment
- DTC bus shelter and amenity installation
- NTN signage installs
- 925 Broadway roof and HVAC replacement underway
- Took delivery of 2 sets of mobile bus lifts

COACH CLEANING

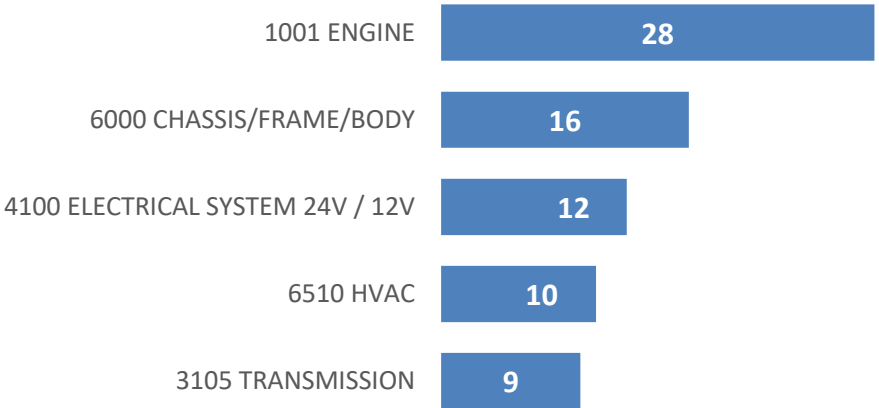
AVAILABLE FLEET - 137

CLEANED
135, 98%



NOT
CLEANED 2,
2%

TOP 5 CHARGEABLE ROAD CALL CATEGORIES





JULY FEEDBACK (PARATRANSIT)

PARATRANSIT FEEDBACK TREND REPORT (Including Commendations)															
FEEDBACK CATEGORY	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	PERIOD TOTAL	13 MNTH AVG
RUDE OPERATOR OR STAFF	23	33	20	33	16	40	24	34	30	25	23	13	26	340	26
NO SHOW	20	23	18	26	19	28	23	23	25	21	22	24	19	291	22
LATE SCHEDULE	11	19	21	31	14	20	17	26	32	23	36	34	24	308	24
RECKLESS DRIVING	7	11	4	7	0	7	10	8	5	6	6	2	8	81	6
EARLY SCHEDULE	0	1	1	1	0	1	3	1	3	4	2	0	1	18	1
TRIP BOOKING OR SCHEDULING	16	18	17	23	14	10	16	15	21	13	18	18	17	216	17
OTHER - MISC	25	32	32	30	26	30	26	32	49	49	51	44	34	460	35
COMMENDATIONS	5	6	9	0	5	3	6	6	9	29	16	6	6	106	8

PARATRANSIT (July 2026)					
FEEDBACK CATEGORY	VERIFIED	UNVERIFIED	UNABLE TO INVESTIGATE	UNDER INVESTIGATION	TOTAL
RUDE OPERATOR OR STAFF	3	12	5	6	26
NO SHOW	3	16	0	0	19
LATE SCHEDULE	15	9	0	0	24
RECKLESS DRIVING	1	2	2	3	8
EARLY SCHEDULE	0	1	0	0	1
TRIP BOOKING OR SCHEDULING	6	7	1	3	17
OTHER - MISC	11	17	5	1	34

Rude Operator – The customer felt that the operator was unfriendly, unprofessional, confrontational, or perhaps didn't speak or smile.

No Show – The customer was marked a no show, and they would like to dispute the no show. Example: they state that they didn't see the vehicle, or maybe it went to the wrong door or location.

Late Schedule – The vehicle arrived after the scheduled window time.

Reckless Driving - The operator was driving recklessly or made a dangerous maneuver.

Early Schedule – The vehicle arrived before the scheduled window time.

Trip Booking or Schedule – Customer complains of a problem with how their trip was booked. Could be times, origin or destination, or date of trip.

FEEDBACK STATUS DEFINITIONS (PARATRANSIT)

DEFINITIONS FOR FEEDBACK STATUS AFTER INVESTIGATION

- Verified - feedback was able to be verified
Example: The information provided allowed us to retrieve video and confirm the incident.
- Unverified - feedback could not be verified based on information provided
Example: The information did not match the details in the recorded call or video.
- Unable to Investigate - feedback could not be confirmed based on the information provided
Example: The customer could not provide the date or time of the incident.
- Under Investigation - additional research is required to reach a conclusion.



JULY FEEDBACK (FIXED ROUTE)

FIXED ROUTE FEEDBACK TREND REPORT (Including Commendations)															
FEEDBACK CATEGORY	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	PERIOD TOTAL	13 MNTH AVG
RUDE OPERATOR	55	65	65	46	50	34	52	47	48	39	40	40	39	620	48
PASSED UP PASSENGER	62	73	60	81	42	50	47	60	53	79	54	62	67	790	61
NO SHOW	7	18	17	12	7	13	10	8	10	8	10	9	13	142	11
LATE SCHEDULE	21	28	31	40	31	13	24	14	31	29	25	19	15	321	25
RECKLESS DRIVING	17	29	21	25	19	20	16	26	21	20	16	24	22	276	21
EARLY SCHEDULE	9	12	12	22	13	11	15	15	9	17	12	14	8	169	13
PLANNING/SCHEDULE	23	22	25	32	15	8	23	18	16	17	15	22	14	250	19
IT/MOBILE	2	1	1	0	3	0	0	1	0	1	3	1	0	13	1
NEW TARC NETWORK	0	0	0	1	2	2	6	5	6	2	1	13	59	97	7
OTHER - MISC	53	64	73	70	49	55	67	52	60	61	55	51	56	766	59
COMMENDATIONS	8	10	6	10	5	6	8	8	9	6	5	4	9	94	7

FIXED ROUTE (July 2026)					
FEEDBACK CATEGORY	VERIFIED	UNVERIFIED	UNABLE TO INVESTIGATE	UNDER INVESTIGATION	TOTAL
RUDE OPERATOR	13	25	0	1	39
PASSED UP PASSENGER	13	52	0	2	67
NO SHOW	12	0	1	0	13
LATE SCHEDULE	14	1	0	0	15
RECKLESS DRIVING	4	5	0	13	22
EARLY SCHEDULE	8	0	0	0	8
PLANNING/SCHEDULE	12	0	0	2	14
IT/MOBILE	0	0	0	0	0
NEW TARC NETWORK	51	0	0	8	59
OTHER - MISC	22	7	3	24	56

Rude Operator – The customer felt that the operator was unfriendly, unprofessional, confrontational, or perhaps didn't speak or smile.

Passed Up Passenger – The operator did not stop or wait for a passenger at a coach stop.

No Show – The bus did not show up.

Late Schedule – The bus was late and arrived after the scheduled time.

Reckless Driving - The operator was driving recklessly or made a dangerous maneuver.

Early Schedule – The bus arrived at the stop early or before the scheduled time.

Planning / Schedule – The customer would like to see a different schedule or stops at different locations that don't exist right now.

IT/Mobile – Problems with any of our technology on board a bus, on the website, or with our mobile device features like mobile payments.



SAFETY

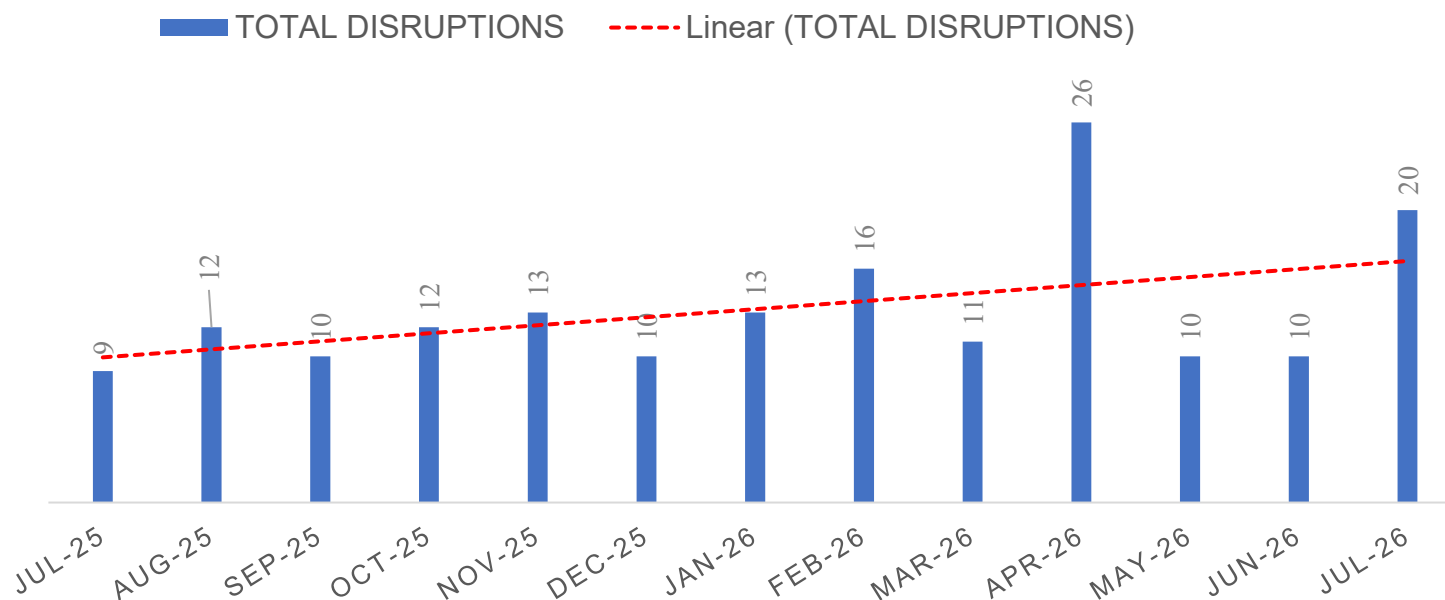
PASSENGER DISRUPTIONS BY ROUTE JUL 26

Route ID	Disruptions
Dixie Hwy - #18	1
Muhammad Ali - #19	1
Hill St - #27	1
Taylorsville Rd - #40	1
Clarksville - #72	1
Market St - #15	2
Preston - #28	2
Dixie Rapid - #10	3
Fourth St - #4	4
Broadway - #23	4

DISRUPTION CATEGORIES JUL 26

Category	#	Disputes(Others) Breakdown	#
Fare Evaders	3	Medical issue	5
Passenger Fights	1	Intoxicated	1
Profane Language	0	Missing child	2
Disputes(Others)	16	Arguing w/operator	1
Verbal Assaults	0	Lost earpods - argumentative	1
Physical Assaults	0	Loud music	2
		Bike rack issue	1
		Passenger urinating	1
		Ran over sewer plate	1
		Stroller issue	1

TOTAL PASSENGER DISRUPTIONS (JUL 25 – JUL 26)



PASSENGER DISRUPTIONS*

This Month Total

20

Monthly Avg

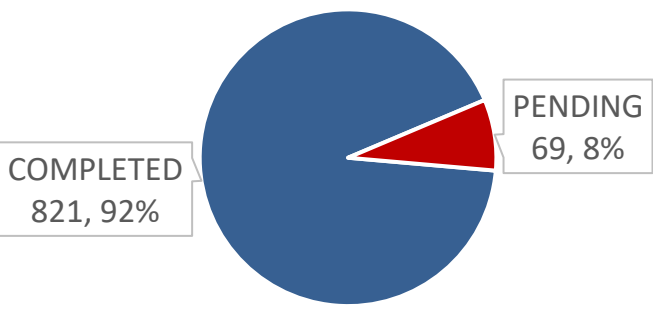
13.23

***Disruption:** an incident on the coach that delays service more than 5 minutes

MAINTENANCE

WORK ORDERS

WORK ORDER STATUS



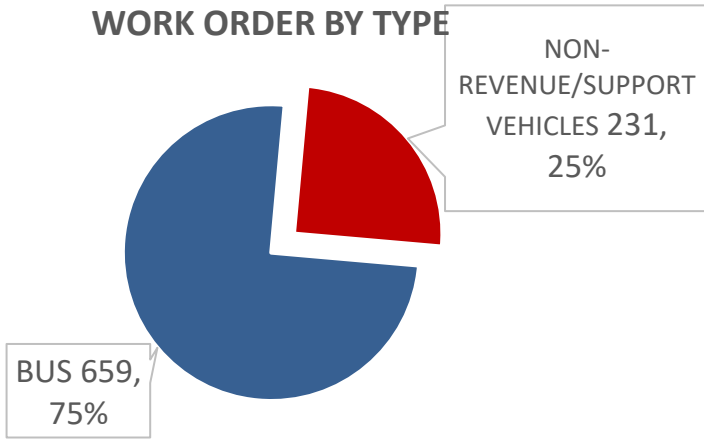
TOTAL BUS WORK ORDER SUBMITTED

659

TOTAL SUPPORT VEHICLE WORK ORDERS SUBMITTED

231

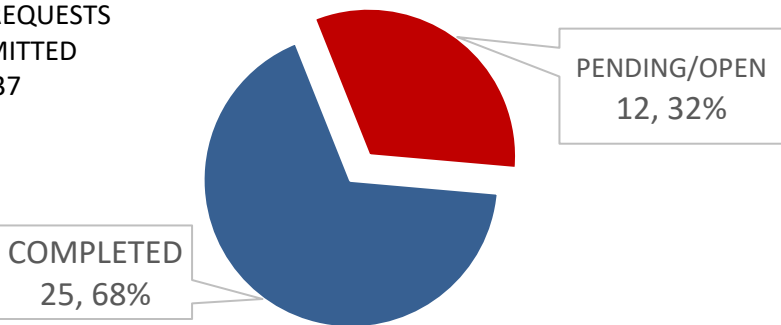
WORK ORDER BY TYPE



BUILDING MAINTENANCE WORK ORDERS

TOTAL REQUESTS SUBMITTED

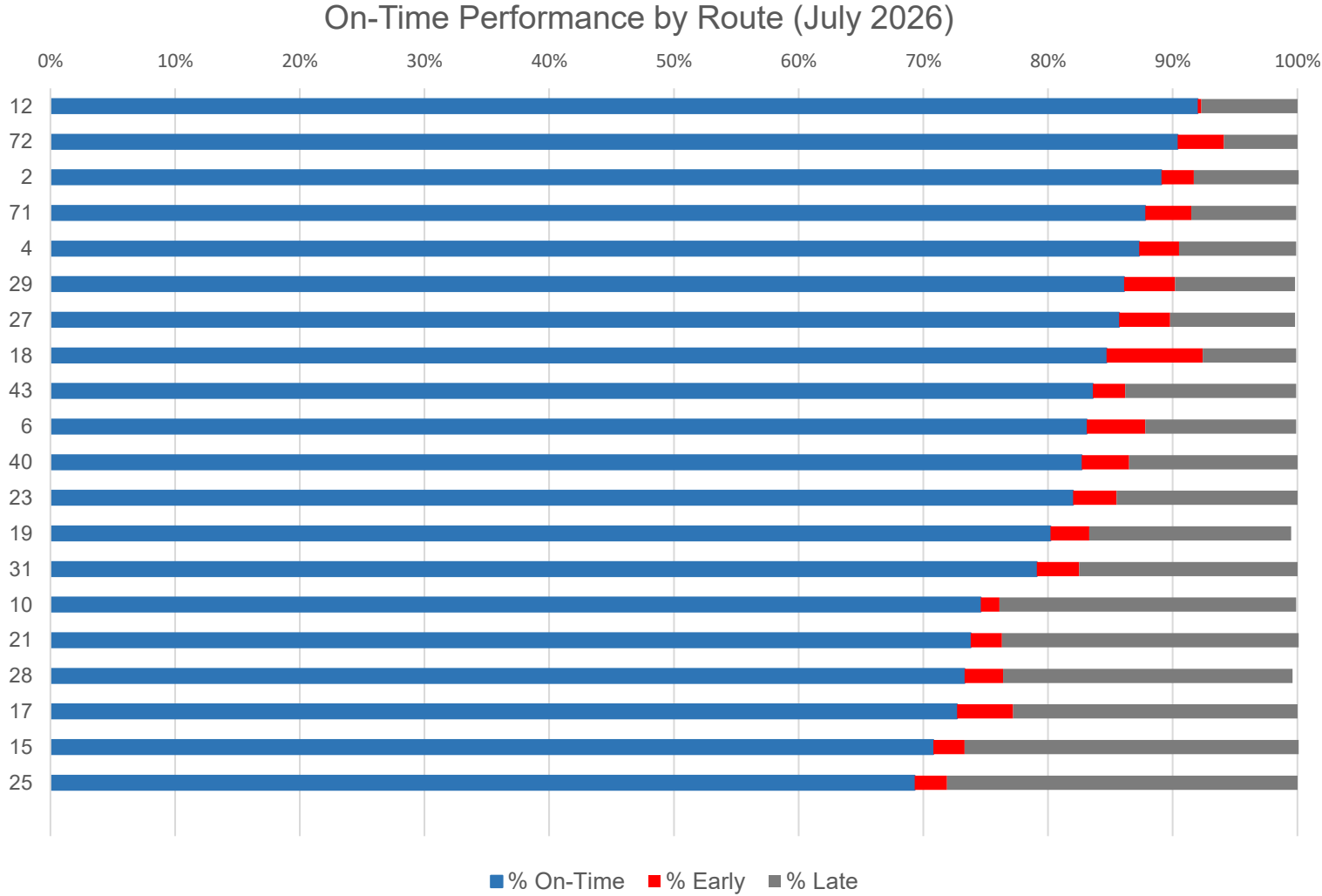
37





JULY ON-TIME PERFORMANCE

Route	% On-Time	% Early	% Late
12	92.00%	0.30%	7.70%
72	90.40%	3.70%	5.90%
02	89.10%	2.60%	8.40%
71	87.80%	3.70%	8.40%
4	87.30%	3.20%	9.40%
29	86.10%	4.10%	9.60%
27	85.70%	4.10%	10.00%
18	84.70%	7.70%	7.50%
43	83.60%	2.60%	13.70%
06	83.10%	4.70%	12.10%
40	82.70%	3.80%	13.50%
23	82.00%	3.50%	14.50%
19	80.20%	3.10%	16.20%
31	79.10%	3.40%	17.50%
10	74.60%	1.50%	23.80%
21	73.80%	2.50%	23.80%
28	73.30%	3.10%	23.20%
17	72.70%	4.50%	22.80%
15	70.80%	2.50%	26.80%
25	69.30%	2.60%	28.10%
Overall	81%	3.23%	15.72%

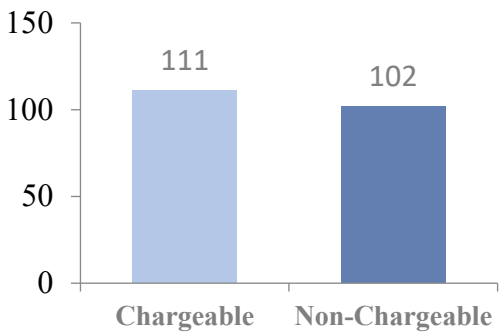




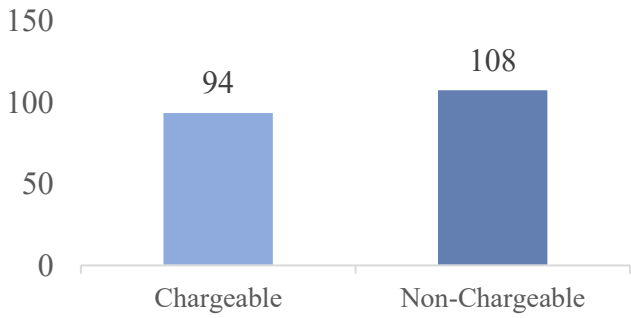
MAINTENANCE

CHARGEABLE VS NON-CHARGEABLE ROAD CALLS (VS SAME MONTH LAST YEAR)

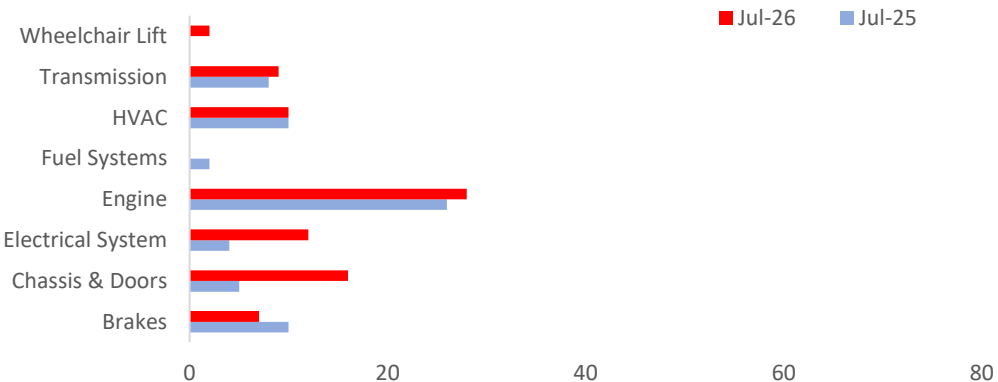
Total Road Calls (July 2026) **Total 213**



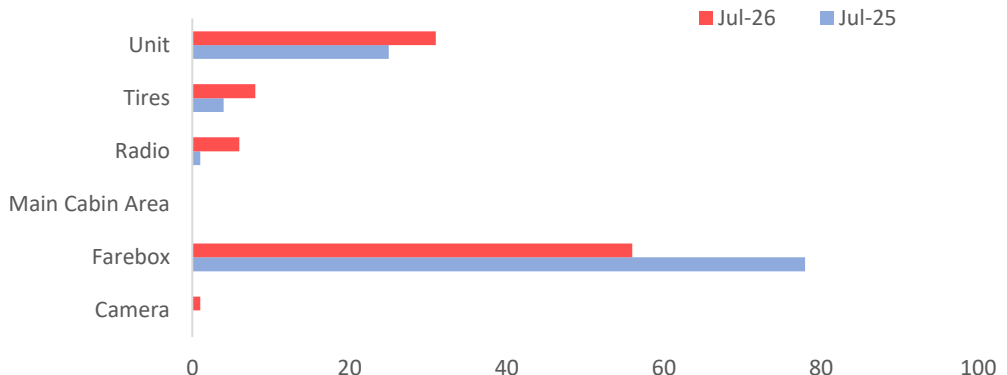
Total Road Calls (July 2025) **Total 202**



Chargeable Roadcalls By Category



Non Chargeable Roadcalls By Category



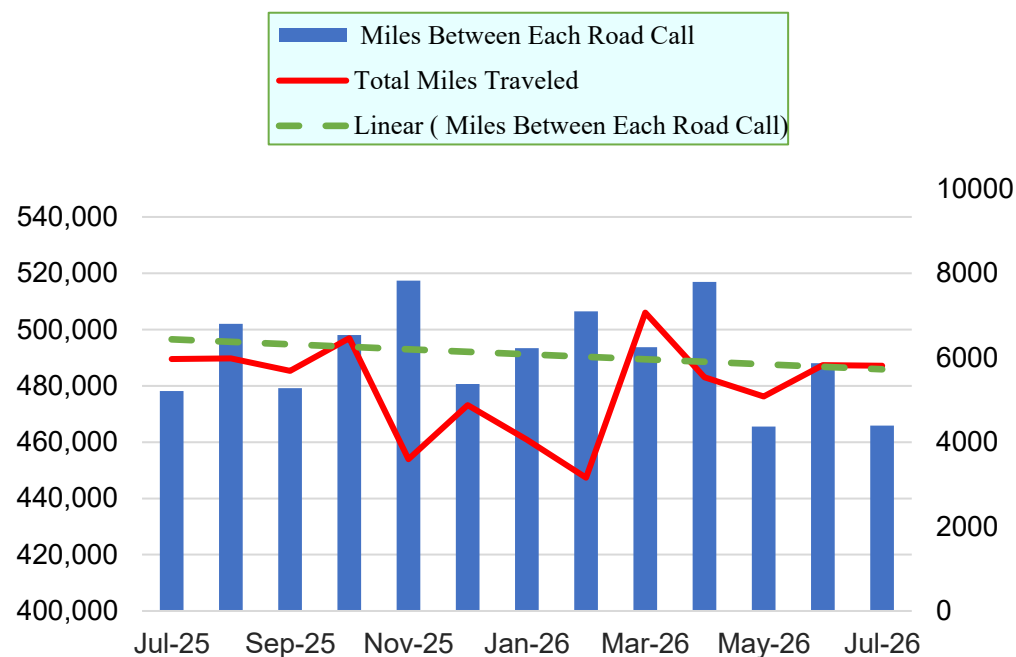
Chargeable Road Call:
Non-Chargeable Road Call:

An issue the TARC Maintenance Department may be able to prevent or mitigate
An issue the TARC Maintenance Department has no control or prevention of

MAINTENANCE

MILES BETWEEN CHARGEABLE ROAD CALLS

	Total Miles Traveled (each month)	Chargeable Road Calls	AVG Miles Between Each Road Call
Jul-26	487,116	111	4,388
Jun-26	487,404	83	5,872
May-26	476,230	109	4,369
Apr-26	483,069	62	7,791
Mar-26	506,016	81	6,247
Feb-26	447,352	63	7,101
Jan-26	460,852	74	6,228
Dec-25	473,098	88	5,376
Nov-25	453,965	58	7,827
Oct-25	496,899	76	6,538
Sep-25	485,352	92	5,275
Aug-25	489,767	72	6,802
Jul-25	489,556	94	5,208



Total Miles Between Chargeable Road Calls = **4,388**

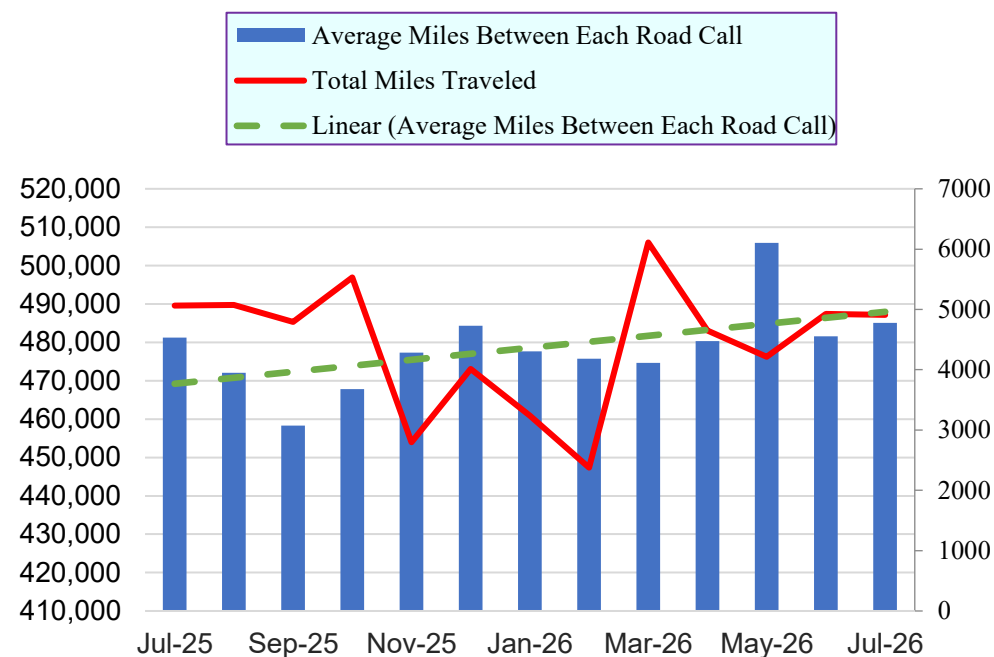
Target Miles Between Road Calls = **6,000**

A Mechanical Road Call occurs when mechanical problems prevent the revenue vehicle from completing a scheduled revenue trip, or from starting the next scheduled revenue trip because actual movement is limited, or because of safety concerns.

MAINTENANCE

MILES BETWEEN NON-CHARGEABLE ROAD CALLS

	Total Miles Traveled (each month)	Non- Chargeable Road Calls	AVG Miles Between Each Road Call
Jul-26	487,116	102	4,775
Jun-26	487,404	107	4,555
May-26	476,230	78	6,106
Apr-26	483,069	108	4,473
Mar-26	506,016	123	4,113
Feb-26	447,352	107	4,181
Jan-26	460,852	107	4,307
Dec-25	473,098	100	4,731
Nov-25	453,965	106	4,283
Oct-25	496,899	135	3,681
Sep-25	485,352	158	3,072
Aug-25	489,767	124	3,950
Jul-25	489,556	108	4,533



Total Miles Between Non-Chargeable Road Calls = 4,775
Period Average = 4,730

A Mechanical Road Call occurs when mechanical problems prevent the revenue vehicle from completing a scheduled revenue trip, or from starting the next scheduled revenue trip because actual movement is limited, or because of safety concerns.



SAFETY

SAFETY PREVENTABLE ACCIDENTS

Monthly	TYPE OF ACCIDENT				YTD FY27
15	Fixed object	9	60.0%	15	
	Moving vehicle	3	20.0%		
	Rear ended OV	2	13.4%		
	Backing	1	6.6%		

9 Fixed Objects

- Going straight at Chamberlain/Westport, 4th/Oak, 3rd/Eastern Pkwy, Brandeis, TARC Barn
- Turning left at TARC Barn
- Pulling into stop at 4th/Broadway, 9th/Broadway

3 Moving Vehicles

- Going straight at Shawnee Park
- Turning left at Preston/Eastern Pkwy
- Pulling out of stop at Bardstown/Napoleon

1 Backing

- Six Mile Lane

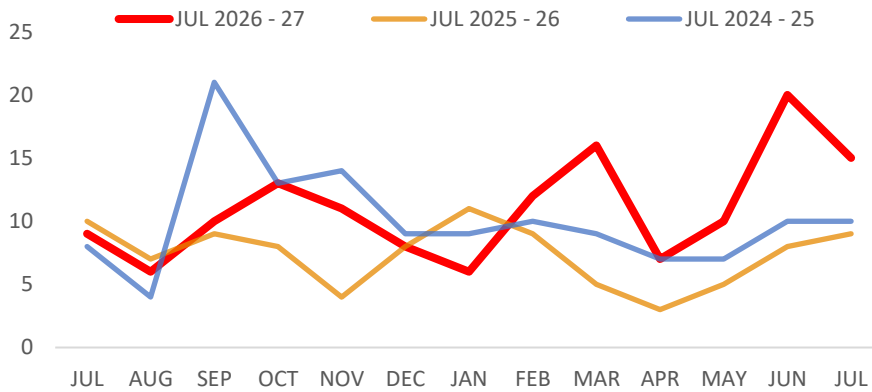
2 Rear Ended OV

- Dixie/Barrett, 3rd/Broadway

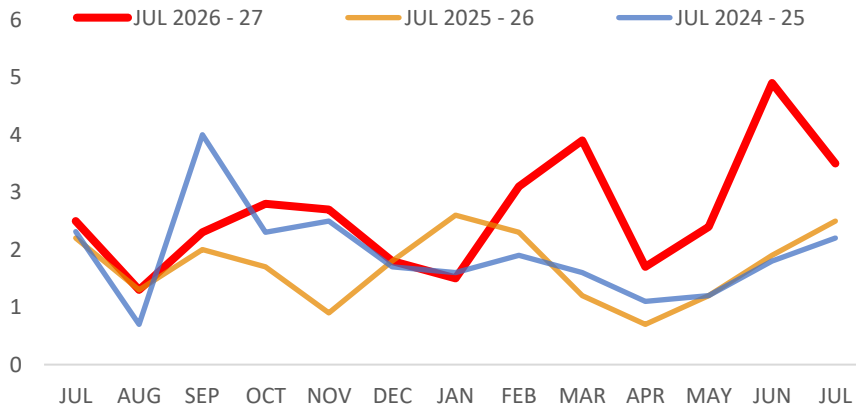
PREVENTABLE ACCIDENTS / 100K MILES

Monthly	YTD AFR Goal	YTD FY27
3.5	2.1	3.5

PREVENTABLE ACCIDENTS



PREVENTABLE ACCIDENT AFR





NTN UPDATE



NTN MARKETING UPDATE – Campaign Results: Sept. ‘25 to Launch

TACTIC	IMPACT/RESULTS
Trips Planned in the New TARC Network (with the Comparative Trip Planner)	30,161
TV Ad Campaign (7/20-8/2)	240 spots, WAVE, WLKY, WDRB, WHAS newscasts Adults 25-54 impressions: 1,319,000 Adults 35+ impressions: 5,644,000 Digital impressions 704,606
Public Relations/News Stories (May-July)	TV: 150+ stories, 2.5M audience Web: 10 articles, 1M+ views
Social Media	35 posts: 900,000 impressions
Community/Public Events	60 public meetings (not including NTN Ambassadors)
On Bus Communications *(through June ‘26)	3.3M impressions (PIDs, ABCs, etc.)
Open Houses/Lunch & Learns	5 events / 170 attendees
Paid Media (Spotify, Google, Meta)	6M+ impressions, 70,597 clicks
NTN page (ridetarc.org/new)	140,000+ page views
IVR (CSR auto messaging to 585-1234)	NTN announcements played 309,377 times
Bus and Shelter Ad Campaign	53.9M impressions

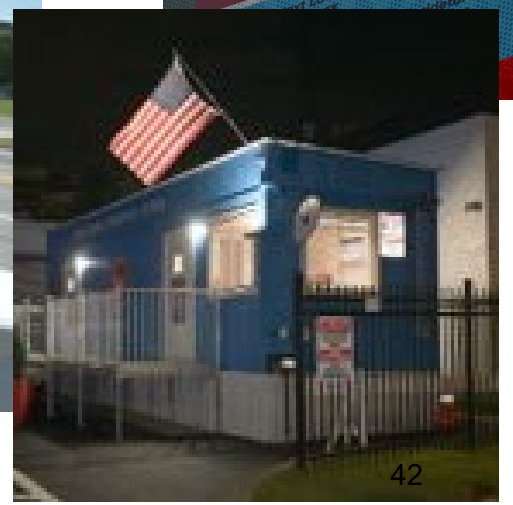
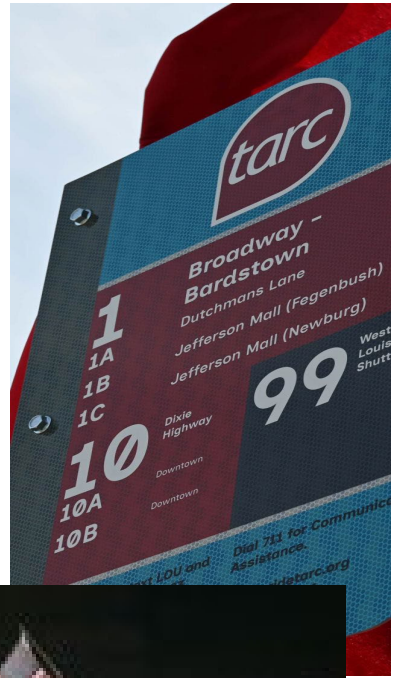
New TARC Network Update for TARC Board of Directors | August 2026

The New TARC Network officially launched on Sunday, August 2nd with new route numbers, routes, schedules and bus stops. The rollout has gone relatively well with no major challenges that were not anticipated by the project team. Additional details on the launch are provided below:

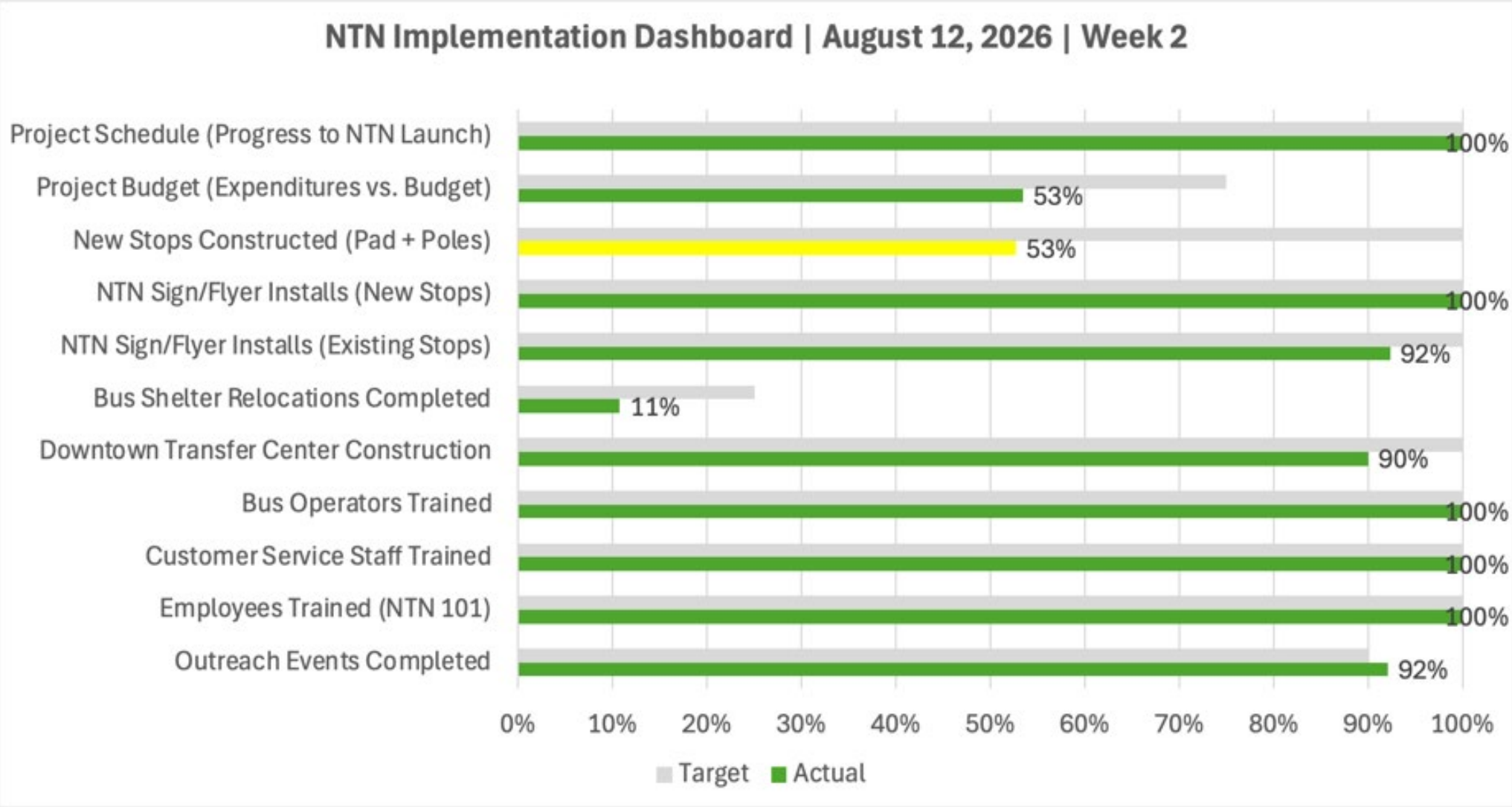
- **Ridership.** System usage has remained high during the first two weeks of service. Despite the reduction in service hours, TARC has recorded 18,000 average weekday boardings, 12,500 average Saturday boardings, and 8,800 average Sunday boardings. These numbers are roughly equivalent or slightly higher than ridership levels from the same period in 2025.
- **Service Reliability.** On-Time Performance has fluctuated in the first two weeks of service, but no trips have been missed. On weekdays, the system has maintained an on-time performance of 75-80 percent, but certain routes – particularly those serving Indiana – are operating well below OTP standards. TARC staff monitors all service throughout the day and is able to deploy extra buses to assist with routes that are running behind schedule.
- **Customer Service.** The Customer Service team has been very busy in the first two weeks since launch but has benefitted from extra staff and extended operating hours. More than 2,200 calls were received on Monday (8/3), which is more than twice the normal amount for a weekday. Most callers ask questions about the new routes and stops, but some are calling to express frustration about the changes. All public input is documented for future consideration by Planning staff. The number of calls decreased throughout the first week and has dropped to roughly 1,200 per day in the second week, slightly higher than average.
- **Safety.** TARC recorded no major accidents in the first two weeks of the new network. Several minor fixed-object collisions (e.g. signs, tree branches, etc) have been recorded but damages have been minor and no passenger injuries have occurred. TARC has employed additional measures at the DTC to ensure the safety of riders and employees.
- **Ambassadors.** TARC deploys teams of ambassadors and field supervisors to the DTC each day to assist passengers throughout the day.
- **First Pullouts.** Many TARC employees volunteered to support TARC operators during the first two days of the new network by cheering them on as they pulled out of the garage. Volunteer shifts started as early as 3:00 AM and they ran throughout the day for afternoon and evening operators. Staff provided operators with goody bags, water bottles, and thank you cards, and cheered them on as they pulled out of the garage.
- **Downtown Transfer Center.** The temporary DTC opened on August 2nd with 11 on-street bays, shelters, customer maps, and real-time information displays. The DTC is averaging roughly 1,500 boardings per day, well above the 1,000 daily passengers that were projected. Riders have spoken positively about the new DTC, citing the onsite ambassadors, shelters, system maps and real-time information displays.
- **Bus Stop Signs.** TARC staff and contractors teamed up to install or replace signs at 1,500 stops in the new network by launch day. A team of contractors was also deployed to remove covers from nearly 200 new signs on the night before the launch.

NTN UPDATES – AUGUST 2026

- NTN Launched August 2nd!
- Launch Week Recap
- Key Performance Metrics
 - Ridership
 - Service Reliability
 - Customer Service
 - Safety
- Downtown Transfer Center
- Bus Stop Signs
- Operator Feedback



NTN UPDATES – AUGUST 2026





NTN UPDATES – AUGUST 2026



MEMORANDUM

To: TARC Board of Directors

From: Ozzy Gibson, Executive Director

Date: August 28, 2026

Re: Resolution 2026-34 Board and Committee Meeting Dates for September 2026 – August 2027

A resolution establishing the Board and Committee Meeting Dates for September 2026 – August 2027.

2026-2027 Scheduled Meetings	Finance	Operations	Board of Directors
	3rd Tuesday	3rd Tuesday	4th Tuesday
	2:00 p.m.	2:45 p.m.	3:00 p.m.
September	September 15	September 15	September 22
October	October 20	October 20	October 27
Holiday Months			
November	November 10	November 10	November 17
December	December 8	December 8	December 15
2027 Schedule			
January	January 19	January 19	January 26
February	February 16	February 16	February 23
March	March 16	March 16	March 23
April (Derby)	April 13	April 13	April 20
May	May 18	May 18	May 25
June	June 15	June 15	June 22
July	July 20	July 20	July 27
August	August 17	August 17	August 24

Attached is a resolution requesting authority to proceed with the above dates for all board and committee meetings. Please contact me with any questions, 502-561-5100. Thank you.

RESOLUTION 2025-34

Board and Committee Meeting Dates for September 2026-August 2027

A Resolution authorizing the Executive Director to proceed with using the above dates and times for all Board and Committee meetings.

2026 -2027 Scheduled Meetings	Finance	Operations	Board of Directors
	3rd Tuesday	3rd Tuesday	4th Tuesday
	2:00 p.m.	2:45 p.m.	3:00 p.m.
September	September 15	September 15	September 22
October	October 20	October 20	October 27
Holiday Months			
November	November 10	November 10	November 17
December	December 8	December 9	December 16
2026 Schedule			
January	January 20,	January 20,	January 26
February	February 16	February 16	February 23
March	March 16	March 16	March 23
April (Derby)	April 13	April 13	April 20
May	May 18	May 18	May 25
June	June 15	June 15	June 22
July	July 20	July 20	July 27
August	August 18	August 18	August 25

WHEREAS, A request for approval of the Board and Committee meetings proposed dates and times.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Transit Authority of River City that:

The Executive Director is hereby authorized to use the above dates for all Board and Committee meetings in September 2026 – August 2027.

Adopted this 25 DAY of AUGUST 2026

Abbie Gilbert, Chair of Board

MEMORANDUM

To: TARC Board of Directors
From: Ozzy Gibson, Executive Director
Date: August 25, 2026
Re: Resolution 2026-35 Amendments and Updates to TARC Employee Handbook

The Employee Handbook has long served as a central resource for communicating our organization's policies, expectations, and commitments to team members. In 2020, the Board approved a comprehensive revision of the Handbook, followed by additional updates in 2023. As our organization continues to evolve, it is essential that the Handbook remain accurate, compliant, and reflective of current operational practices and legal requirements.

Over the past several months, management has undertaken a thorough review of the Handbook. This review included evaluating recent regulatory changes, updates to internal procedures, evolving workplace standards, and recommendations from both HR and leadership teams. As a result, we are proposing a new set of revisions to ensure the Handbook remains a reliable, up-to-date resource for team members and supports consistent, fair administration of policies across the organization.

A Summary of Changes outlining all major updates is included in this packet for your review. This summary highlights the key policy adjustments, additions, and clarifications incorporated into the revised Employee Handbook.

Enclosed for your review is a resolution seeking formal Board approval of the revised Employee Handbook. Upon approval, HR will implement the updates and ensure timely distribution to all team members.

Please call me at 561-5100 if you have any questions. Thank you.

RESOLUTION 2026-35

AMENDMENTS AND UPDATES TO TARC EMPLOYEE HANDBOOK

A Resolution to approve amendments and updates to the TARC's Employee Handbook and to authorize the Executive Director or designee to make team members aware of such changes.

WHEREAS, TARC wants its team members to know that TARC takes very seriously its obligations and responsibilities to follow all applicable federal, state and local laws and for its team members to know what those laws are; and

WHEREAS, in order to ensure laws are adhered to by TARC and its team members, TARC has created policies, procedures and guidelines, which are set forth in an Employee Handbook which was most recently adopted by the Board in 2023; and

WHEREAS, management has conducted a thorough review of the Employee Handbook and is proposing a new set of revisions to address recent changes in laws, internal policies, and best practices; and

WHEREAS, the Board of Directors has reviewed the proposed revisions and finds them appropriate and in the best interest of the organization and its team members;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Transit Authority of River City hereby approves the latest revisions to the Employee Handbook as presented and that:

The Executive Director is hereby authorized to implement the updated Employee Handbook, distribute it to all team members, and take any necessary actions to ensure a smooth transition to the revised procedures.

ADOPTED THIS 25th DAY OF AUGUST 2026

Abbie Gilbert, Chair of the TARC Board of Directors



2.1 Code of Conduct section updates

- Added language requiring **explicit duty to cooperate** during TARC investigations.

2.3 Equal Opportunity Statement

- Added Management responsibilities and complaint procedure.

3.3 Posting of Openings

- Added verbiage to address internal promotions for those who have been employed less than 6 months. "Exceptions may be made on a case-by-case basis and with final approval from the Director of Human Resources"

3.4 Training Program

- A new sentence added under General Guidelines: "All team members are required to complete job related training."
- A new sentence added under General Guidelines that refers to team members who attend external training: "Should report info back to training and department on what was learned."

3.6 Hiring of Family/Significant Others

- Edited to add that you may not work under the direct supervision of family member or significant other and are "**not eligible to bid on or apply for jobs,**" that would put them in such position.

4.1 Attendance Rules

- Added that Administrative team members must call in "within one hour" of scheduled work time.

4.5 Pay Practices – *New Section added*

- Section addresses what the process is if a team member is overpaid or underpaid, how and who to report this to. Also address the manual payroll check process.

5.1 Standards of Conduct

- Strengthened language: "Violations of a serious nature may begin at any level up to termination of employment."
- Clarifications to disciplinary examples to include illegal drugs, refusal or failure to cooperate in a TARC investigation, sleeping on the job and any conduct incompatible with the team member's job and job duties, and/or the trust, integrity, professionalism and responsibility expected of TARC team members.

5.2 Profanity/Derogatory Language –*New Section added*

- Section states the restriction of inappropriate and/or disrespectful language in the workplace and how to report misconduct.

5.3 Communication – *New Section added*

- Section addresses internal and external communications and proper chain of command to assist a team member. All requests for information or interviews from external sources should be forwarded to the Marketing Department.

5.4 Criminal Activity/Arrests

- Added **48-hour reporting requirement** for arrests/charges.
- Added “Indictment of a team member on criminal charges” may result in disciplinary action.
- Added that the team member can be placed on unpaid administrative leave until a court case is final.

5.5 Outside employment

- Added that team member must report any outside employment to the direct supervisor and Human Resources. Failure to do so may result in disciplinary action up to and including termination of employment.

5.7 AI Use Guidelines — *New Section added*

- Entire AI policy is newly created section establishing:
 - Data privacy requirements
 - Review/verification of AI outputs
 - Limitation to approved tools
 - Anti-harassment and copyright safeguards
 - Transparency requirements
 - Reporting obligations

5.8 Dress Code

- New requirements for **Dress for Your Day** including Office days, Business Casual and Business Attire. Lists prohibited attire.
- Clarification of fragrant product use, safety-based restrictions, and public-facing distinctions.

5.9 Performance - Progressive Discipline

- Added that supervisors must document the incident of misconduct and confer with HR for appropriate discipline.
- Removed “and final written warning”

- Added suspension pending
- Lists out termination approval process – only the Executive Director or Designee has approval to terminate a team member.
- Added Performance Improvement Plan under Performance Reviews, took it out of Discipline area.

5.10 Employment Verifications

- Added that supervisors or managers shall not release any information regarding past or current team members. All inquiries must be directed to the HR Department.

6.1 Bulletin Boards

- Added "TARC also communicates important information through TV monitors in various locations throughout the organization. Team members are strictly prohibited from tampering with TV monitors displaying this valuable information, including turning them off, adjusting the volume, or making any unauthorized changes."

6.3 Driving Record

- Added that failure to notify Safety by the end of first business day after receiving loss of driving privileges may result in discipline up to and including termination of employment.

6.5 Cell Phone/Mobile Device Policy

- Added language that informs team member that all communications, records, and readable data on a TARC cell phone constitutes records within the possession of TARC and are subject to disclosure pursuant to the Kentucky Open Records Act.
- Added language restricting device use and explicit prohibition while operating vehicles.

6.6 Personal Data Changes

- Added email addresses to a team members' personal data.

6.11 Teleworking

- Included language for any team member needing to telework longer than one (1) week, the CFAO and COO need to be notified prior to the Director's approval.

6.12 Telephone - added "And radio use"

- Added telephone etiquette, voicemail guidelines, and base radio etiquette.

6.13 Team member Identification – *New Section added*

- Stated that team members should have their team member badge on them at all times when on property or doing TARC business.
- Addresses the cost of badge replacement if lost or damaged. - \$5 fee for first offense, \$10 fee for second offense and \$20 fee and one day unpaid suspension for third offense.
- Included language to never “badge” someone else into a secure location if they do not have their badge.

6.17 Non-Fraternization – *New Section added*

- Prohibits any involvement of an inappropriate relationship between a director, manager, supervisor or agent of the organization and anyone he/she supervises, either directly or indirectly is prohibited.

7.2 & 7.3 Group Insurance Plan/Supplemental Voluntary Benefits

- Removed the lists of plans offered, but refers team members to the Benefits Guide.

7.4 Team member Assistance Program (EAP)

- Added that TARC reserves the right to engage in a mandatory referral to EAP when behavior is unacceptable or safety is of concern.

7.6 Former section – Tuition Reimbursement - REMOVED

- This section has been removed as we no longer offer tuition reimbursement.

7.6 Leave

- This addresses Absent Without Leave (AWOL) as stated in the Attendance Rules: In the event you exhaust all your paid and approved, unpaid leave, any absence thereafter will be considered an absence without leave, or AWOL, which may subject you to disciplinary action, up to and including termination of employment. A first occurrence will result in 3 days of suspension, and a 2nd offense subjects you to termination of employment as stated in the Attendance Rules.
- Removed entire section labeled “Continued Medical Leave of Absence” and “Leave of Absence” and now only have section labeled “Personal Leave of Absence”.
- Added that requests for personal leave of absence must be submitted in advance and not be filed retroactively to cover periods in which a team member was AWOL.
- Team members on STD who exhaust FML, must contact STD to pause their claim and take vacation time to extend employment.

7.9 Paid Vacation

- Clarification that vacation pay is forfeited if team member leaves within first 90 days.
- Removed area referring to advanced vacation pay.

7.12 Workers' Compensation Insurance Policy

- TARC will run FMLA concurrent with Workers' Compensation if the team member is eligible for FMLA at any time during Workers' Compensation leave.
- In the instance where team members are receiving worker's compensation payments such as Total Temporary Disability (TTD), TARC will supplement the difference between the team member's TTD payment amount and their regular 40-hour weekly wages by utilizing the team member's available sick leave balance until it is exhausted, followed by their vacation balance until it is depleted. Should a team member remain out due to a worker's compensation claim beyond the exhausted leave balances, the team member will only receive the TTD payments.

7.14 Family Medical Leave (FML) Policy

- Revised language to mirror Federal guidelines

8.3 Parking

- Added additional language about double-parking, ADA- designated spaces and blocking other vehicles. Failure to follow parking guidelines may result in disciplinary action.

8.5 Safety & Accidents

- Newly added instructions:
 - Nurse triage reporting
 - DOs and DON'Ts for injury response
 - Expanded hazardous spill protocols
 - No space heaters, microwaves, warmers, candles, etc. should be left unattended.
 - Notify supervisor of any equipment malfunctions or if first aid supplies are needed.

8.12 Policy Against Workplace Violence

- Possession of Firearms Guidance added
- Expanded definitions and added a detailed legal explanation tied to KRS 65.870.
- Added explicit delineation of prohibited areas, team member liability, and firearm storage restrictions.

**TARC Board of Directors
Financial Summary - Recap
June 2026, Fiscal Year 2026**



Current Month

Operating Revenues are over budget \$64,996 (pg. 2, line 8). Contributing factors include:

- Fare Revenue: Passenger Fares, Paratransit Fares, and Special Fares are all over budget resulting from the fare increase effective March 2nd (pg. 2, lines 1-3)
- Other Agency Revenues under budget due to JCPS assumptions (pg. 2, line 5)
- Insurance recoveries are up as we saw a large influx of subro recoveries from our TPA.

Operating Expenses are under budget \$2,022,515 (pg. 2, line 38). Contributing factors include:

- Materials are over the month as we saw increased expenses resulting from the NTN implementation (pg. 2, line 33)
- Utilities were up as we saw the start of charges related to the electric bus charging infrastructure (pg. 2, line 34)
- Casualty & Liabilities were under for the month as a result of adjustments to claim reserves (pg. 2, line 35)

Capital Expenses are under \$1,243,415 (pg. 2, line 45) for the month due to timing of capital projects as a result of the NTN implementation.

Year-to-Date

Operating Revenues are under budget \$3,139,871 (pg. 2, line 8). Contributing factors include:

- Passenger & Paratransit fares (pg. 2, lines 1 & 2) have rebounded from prior months deficits due to the fare increase.
- Special Fare Revenues were over budget resulting from the fare increase and renegotiated contracts (pg. 2, lines 3).
- Other agency revenues continue to lag due to JCPS assumptions (pg. 2, line 5)

MTTF Contributions are under budget \$10,513,154 (pg. 2, line 10) due to lower than projected operating expenses. This also applies to FTA Operating funds which are under budget \$3,132,374 (pg. 2, line 12).

Operating Expenses are under budget \$17,364,500 (pg. 2, line 38). Contributing factors include:

- Services are under budget primarily due to new software implementations in which we are able to capitalize the first year of maintenance and support costs (pg. 2, line 32).
- Casualty & Liability expenses are now under budget having received the excess claim reimbursements for all claim settlements issued in prior months this fiscal year (pg. 2, line 35)
- Paratransit expenses continue to be under due to slower than projected ride growth (pg. 2, line 36)

Capital Expenses are under budget \$3,433,570 (pg. 2, line 45) year-to-date due to timing of capital projects.

Overall, TARC ended the fiscal year under budget projections for both revenues and expenses. MTTF receipts are over budget \$1,590,667 (pg.5) year-to-date. Bringing the year-to-date net savings for June to a favorable balance of \$15,815,296 before capital and subsidies.

Operating Revenues	(\$3,139,871)
Operating Expenses	<u>\$17,364,500</u>
Subtotal	\$14,224,629
MTTF Overage	<u>\$1,590,667</u>
Total	\$15,815,296

Statement of Revenue - Expenses - with Capital Contributions

June 2026, Fiscal Year 2026



		Current Month			Fiscal Year-to-date			
Description	FY26 Total Budget	Actual	Budget	Over budget (Under budget)	Actual	Budget	Over budget (Under budget)	Budget Variance
Revenues								
1 Passenger Fares	5,556,096	522,352	465,734	56,618	5,536,496	5,556,096	(19,600)	-0.35%
2 Paratransit Fares	1,066,998	122,208	88,688	33,520	1,138,379	1,066,998	71,381	6.69%
3 Special Fare Revenues (MOA/MOU Agreements)	1,628,438	170,016	146,442	23,574	1,849,418	1,628,438	220,980	13.57%
4 Advertising Revenue	1,000,000	91,833	83,337	8,496	1,053,355	1,000,000	53,355	5.34%
5 Other Agency Revenues	5,237,300	54,834	147,167	(92,333)	1,782,810	5,237,300	(3,454,490)	-65.96%
6 Total Recoveries-Insurance	100,000	40,121	5,000	35,121	88,503	100,000	(11,497)	-11.50%
7								
8 Operating Revenues	14,588,832	1,001,364	936,368	64,996	11,448,961	14,588,832	(3,139,871)	-21.52%
9								
10 MTTF Contributions- Federated, Operating	76,954,811	3,163,318	7,614,844	(4,451,526)	66,441,657	76,954,811	(10,513,154)	-13.66%
11 Local Government Funds - MTTF, Operating	1,527,806	522,183	161,928	360,255	831,217	1,527,806	(696,589)	-45.59%
12 COVID Funds - FTA, Operating	17,470,625	2,523,365	725,852	1,797,513	14,338,251	17,470,625	(3,132,374)	-17.93%
13 State Government Funds, Operating	1,993,946	395,610	189,363	206,247	2,111,434	1,993,946	117,488	5.89%
14								
15 Total Non-Operating Revenues	97,947,188	6,604,475	8,691,987	(2,087,511)	83,722,559	97,947,188	(14,224,629)	-14.52%
16								
17 Total Revenues Before Cap Contributions	112,536,020	7,605,840	9,628,355	(2,022,515)	95,171,520	112,536,020	(17,364,500)	-15.43%
18								
19 Local Government Funds - MTTF, Cap	4,139,528	1,041,574	91,626	949,948	1,671,629	4,139,528	(2,467,899)	-59.62%
20 Federal Reimbursement Funds - FTA, Cap	31,788,877	5,436,496	1,104,964	4,331,532	11,953,778	31,788,877	(19,835,099)	-62.40%
21 State Govenment Funds, Cap	3,365,312	11,732	184,548	(172,816)	311,488	3,365,312	(3,053,824)	-90.74%
22								
23 Total Capital Contributions	39,293,717	6,489,802	1,381,138	5,108,664	13,936,895	39,293,717	(25,356,822)	-64.53%
24								
25 Total Revenues	151,829,737	14,095,641	11,009,493	3,086,149	109,108,415	151,829,737	(42,721,322)	-28.14%
26								
27								
Expenses								
29								
30 Labor	34,440,194	2,504,436	2,876,235	(371,799)	31,747,155	34,440,194	(2,693,039)	-7.82%
31 Fringes & Benefits	33,102,744	1,668,105	2,712,147	(1,044,042)	26,962,770	33,102,744	(6,139,974)	-18.55%
32 Services	9,141,818	629,983	765,561	(135,578)	7,398,110	9,141,818	(1,743,708)	-19.07%
33 Materials	8,008,642	765,028	658,331	106,697	7,936,872	8,008,642	(71,770)	-0.90%
34 Utilities	987,650	163,213	79,810	83,403	1,076,740	987,650	89,090	9.02%
35 Casualty & Liability	2,881,520	339,782	240,123	99,659	1,898,749	2,881,520	(982,771)	-34.11%
36 Paratransit	23,128,672	1,465,641	2,225,735	(760,094)	17,798,862	23,128,672	(5,329,810)	-23.04%
37 Other Expenses	844,780	69,652	70,413	(761)	352,262	844,780	(492,518)	-58.30%
38 Operating Expenses	112,536,020	7,605,840	9,628,355	(2,022,515)	95,171,520	112,536,020	(17,364,500)	-15.43%
39								
40								
41								
42 Development Cost & Loss on Disposal	3,805,364	808,978	1,759,548	(950,570)	1,720,780	3,805,364	(2,084,584)	-54.78%
43 Depreciation Expenses	15,190,026	1,187,925	1,480,770	(292,845)	13,813,876	15,190,026	(1,376,150)	-9.06%
44 Loss on Disposal of Assets	0	0	0	0	27,164	0	27,164	0.00%
45 Total Capital Expenses	18,995,390	1,996,903	3,240,318	(1,243,415)	15,561,820	18,995,390	(3,433,570)	-18.08%
46								
47 Total Expenses	131,531,410	9,602,743	12,868,673	(3,265,930)	110,733,340	131,531,410	(20,798,070)	-15.81%
48								
49								
50 Revenue / Expense Difference Before Capital	0	0	0	0	0	0	0	0.00%
51								
52 Revenue / Expense Difference After Capital	20,298,327	4,492,898	(1,859,180)	6,352,079	(1,624,925)	20,298,327	(21,923,252)	-108.01%

Statement of Revenue - Expenses - with Capital Contributions

June 2026, Fiscal Year 2026



		Current Month			Fiscal Year-to-date				
Description		FY26 Total Budget	Actual	Budget	Over budget (Under budget)	Actual	Budget	Over budget (Under budget)	Budget Variance
Revenues									
1	Passenger Fares	5,556,096	522,352	465,734	56,618	5,536,496	5,556,096	(19,600)	-0.35%
2	Paratransit Fares	1,066,998	122,208	88,688	33,520	1,138,379	1,066,998	71,381	6.69%
3	Special Fare Revenues (MOA/MOU Agreements)	1,628,438	170,016	146,442	23,574	1,849,418	1,628,438	220,980	13.57%
4	Advertising Revenue	1,000,000	91,833	83,337	8,496	1,053,355	1,000,000	53,355	5.34%
5	Other Agency Revenues	5,237,300	54,834	147,167	(92,333)	1,782,810	5,237,300	(3,454,490)	-65.96%
6	Total Recoveries-Insurance	100,000	40,121	5,000	35,121	88,503	100,000	(11,497)	-11.50%
7									
8	Operating Revenues	14,588,832	1,001,364	936,368	64,996	11,448,961	14,588,832	(3,139,871)	-21.52%
9									
10	MTTF Contributions- Federated, Operating	76,954,811	3,163,318	7,614,844	(4,451,526)	66,441,657	76,954,811	(10,513,154)	-13.66%
11	Local Government Funds - MTTF, Operating	1,527,806	522,183	161,928	360,255	831,217	1,527,806	(696,589)	-45.59%
12	COVID Funds - FTA, Operating	17,470,625	2,523,365	725,852	1,797,513	14,338,251	17,470,625	(3,132,374)	-17.93%
13	State Government Funds, Operating	1,993,946	395,610	189,363	206,247	2,111,434	1,993,946	117,488	5.89%
14									
15	Total Non-Operating Revenues	97,947,188	6,604,475	8,691,987	(2,087,511)	83,722,559	97,947,188	(14,224,629)	-14.52%
16									
17	Total Revenues Before Cap Contributions	112,536,020	7,605,840	9,628,355	(2,022,515)	95,171,520	112,536,020	(17,364,500)	-15.43%
18									
19	Local Government Funds - MTTF, Cap	4,139,528	1,041,574	91,626	949,948	1,671,629	4,139,528	(2,467,899)	-59.62%
20	Federal Reimbursement Funds - FTA, Cap	31,788,877	5,436,496	1,104,964	4,331,532	11,953,778	31,788,877	(19,835,099)	-62.40%
21	State Govenrment Funds, Cap	3,365,312	11,732	184,548	(172,816)	311,488	3,365,312	(3,053,824)	-90.74%
22									
23	Total Capital Contributions	39,293,717	6,489,802	1,381,138	5,108,664	13,936,895	39,293,717	(25,356,822)	-64.53%
24									
25	Total Revenues	151,829,737	14,095,641	11,009,493	3,086,149	109,108,415	151,829,737	(42,721,322)	-28.14%

Statement of Revenue - Expenses - with Capital Contributions

June 2026, Fiscal Year 2026



Description	FY26 Total Budget	Current Month			Fiscal Year-to-date			
		Actual	Budget	Over budget (Under budget)	Actual	Budget	Over budget (Under budget)	Budget Variance
28 Expenses								
29								
30 Labor	34,440,194	2,504,436	2,876,235	(371,799)	31,747,155	34,440,194	(2,693,039)	-7.82%
31 Fringes & Benefits	33,102,744	1,668,105	2,712,147	(1,044,042)	26,962,770	33,102,744	(6,139,974)	-18.55%
32 Services	9,141,818	629,983	765,561	(135,578)	7,398,110	9,141,818	(1,743,708)	-19.07%
33 Materials	8,008,642	765,028	658,331	106,697	7,936,872	8,008,642	(71,770)	-0.90%
34 Utilities	987,650	163,213	79,810	83,403	1,076,740	987,650	89,090	9.02%
35 Casualty & Liability	2,881,520	339,782	240,123	99,659	1,898,749	2,881,520	(982,771)	-34.11%
36 Paratransit	23,128,672	1,465,641	2,225,735	(760,094)	17,798,862	23,128,672	(5,329,810)	-23.04%
37 Other Expenses	844,780	69,652	70,413	(761)	352,262	844,780	(492,518)	-58.30%
38 Operating Expenses	112,536,020	7,605,840	9,628,355	(2,022,515)	95,171,520	112,536,020	(17,364,500)	-15.43%
39								
40								
41								
42 Development Cost & Loss on Disposal	3,805,364	808,978	1,759,548	(950,570)	1,720,780	3,805,364	(2,084,584)	-54.78%
43 Depreciation Expenses	15,190,026	1,187,925	1,480,770	(292,845)	13,813,876	15,190,026	(1,376,150)	-9.06%
44 Loss on Disposal of Assets		0	0	0	27,164	0	27,164	0.00%
45 Total Capital Expenses	18,995,390	1,996,903	3,240,318	(1,243,415)	15,561,820	18,995,390	(3,433,570)	-18.08%
46								
47 Total Expenses	131,531,410	9,602,743	12,868,673	(3,265,930)	110,733,340	131,531,410	(20,798,070)	-15.81%
48								
49								
50 Revenue / Expense Difference Before Capital	0	0	0	0	0	0	0	0.00%
51								
52 Revenue / Expense Difference After Capital	20,298,327	4,492,898	(1,859,180)	6,352,079	(1,624,925)	20,298,327	(21,923,252)	-108.01%

Total Labor

June 2026, Fiscal Year 2026



		Current Month			Fiscal Year-to-date				
Description		FY26 Total Budget	Actual	Budget	Over budget (Under budget)	Actual	Budget	Over budget (Under budget)	Percentage Remaining
1	Direct Labor	34,440,194	2,504,436	2,876,235	(371,799)	31,747,155	34,440,194	(2,693,039)	7.82%
2	Sick Leave	2,055,644	(225,305)	117,788	(343,093)	1,059,721	2,055,644	(995,923)	48.45%
3	Holiday	1,495,936	103,509	201,583	(98,074)	1,210,729	1,495,934	(285,205)	19.07%
4	Vacation	2,574,817	7,497	194,906	(187,409)	2,172,845	2,574,817	(401,972)	15.61%
5	Other Paid Absences	269,556	19,266	16,580	2,686	220,542	269,556	(49,014)	18.18%
6									
7	Total	40,836,147	2,409,403	3,407,092	(997,689)	36,410,992	40,836,145	(4,425,153)	10.84%
8									
		Current Month			Year to Date				
Description		FY26 Total Budget	Actual	Budget	Over budget (Under budget)	Actual	Budget	Over budget (Under budget)	Percentage Remaining
10	FICA	3,123,981	221,352	260,645	(39,293)	2,753,581	3,123,981	(370,400)	-11.86%
11	Pension	7,832,328	519,104	634,398	(115,294)	6,418,581	7,832,328	(1,413,747)	-18.05%
12	Hospital Medical & Surgical	10,941,396	636,895	970,607	(333,712)	9,276,744	10,941,396	(1,664,652)	-15.21%
13	Vision Care Insurance	79,236	951	6,603	(5,652)	49,807	79,236	(29,429)	-37.14%
14	Dental Plans	318,840	21,084	26,570	(5,486)	248,718	318,840	(70,122)	-21.99%
15	Life Insurance	43,092	2,846	3,591	(745)	36,708	43,092	(6,384)	-14.81%
16	Disability Insurance	142,020	10,392	11,835	(1,443)	111,837	142,020	(30,183)	-21.25%
17	Kentucky Unemployment	920,000	0	10,000	(10,000)	36,292	920,000	(883,708)	-96.06%
18	Worker's Compensation	2,920,000	343,316	243,337	99,979	3,121,268	2,920,000	201,268	6.89%
19	Uniform & Work Clothing Allowance	383,400	7,200	13,500	(6,300)	243,820	383,400	(139,580)	-36.41%
20	Other Fringes	2,500	0	204	(204)	1,578	2500	(922)	-36.88%
21	Total Fringe & Benefits	26,706,793	1,763,138	2,181,290	(418,150)	22,298,934	26,706,793	(4,407,859)	-16.50%
22									
23									
24	Sick Leave	2,055,644	(225,305)	117,788	(343,093)	1,059,721	2,055,644	(995,923)	-48.45%
25	Holiday	1,495,934	103,509	201,583	(98,074)	1,210,729	1,495,934	(285,205)	-19.07%
26	Vacation	2,574,817	7,497	194,906	(187,409)	2,172,845	2,574,817	(401,972)	-15.61%
27	Other Paid Absences	269,556	19,266	16,580	2,686	220,542	269,556	(49,014)	-18.18%
28	Total Compensation Benefits	6,395,951	(95,033)	530,857	(625,890)	4,663,836	6,395,951	(1,732,114)	-27.08%
29									
30	Total	33,102,744	1,668,105	2,712,147	(1,044,040)	26,962,770	33,102,744	(6,139,973)	-18.55%

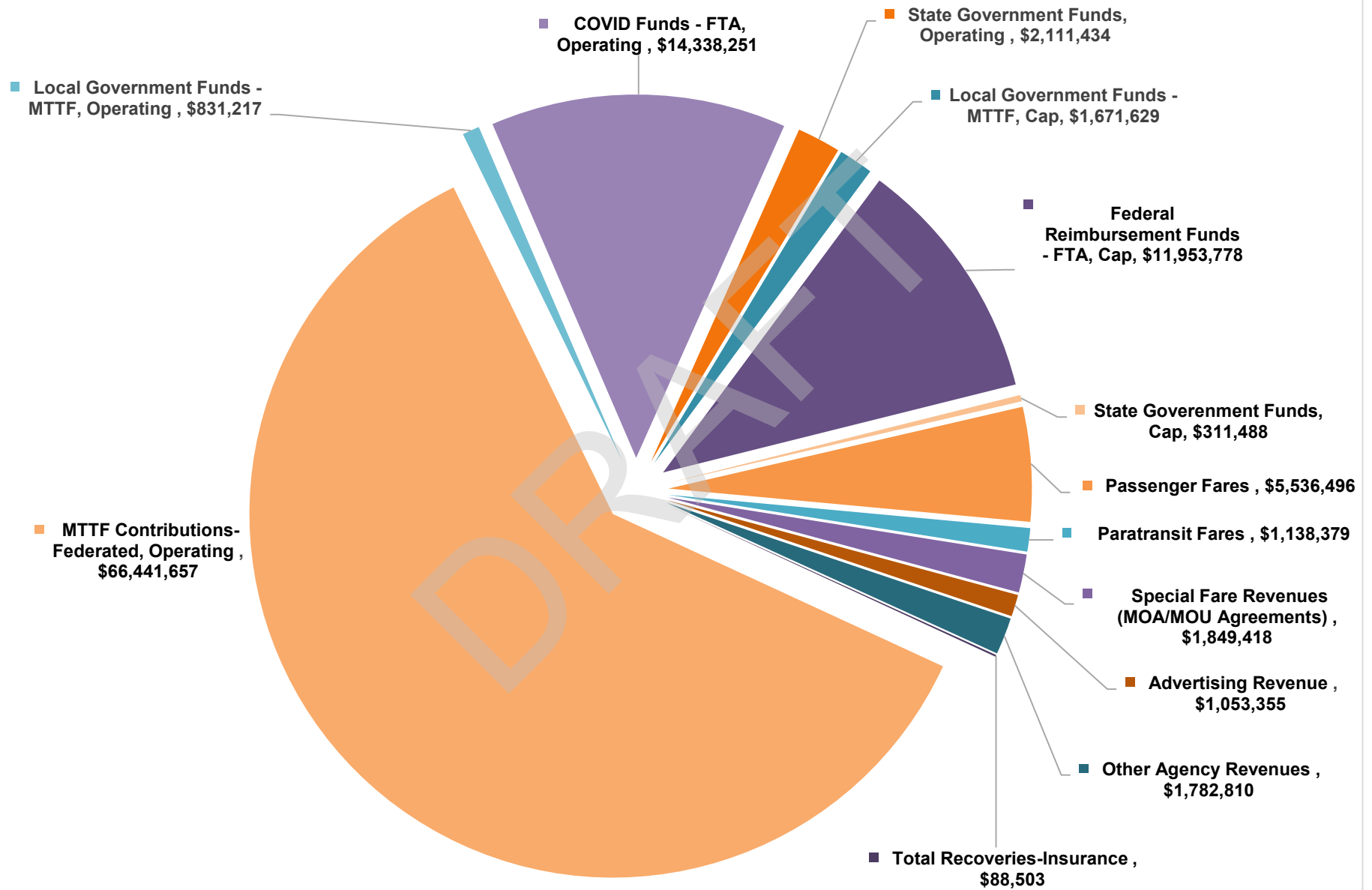
Balance Sheet

June 2026, Fiscal Year 2026

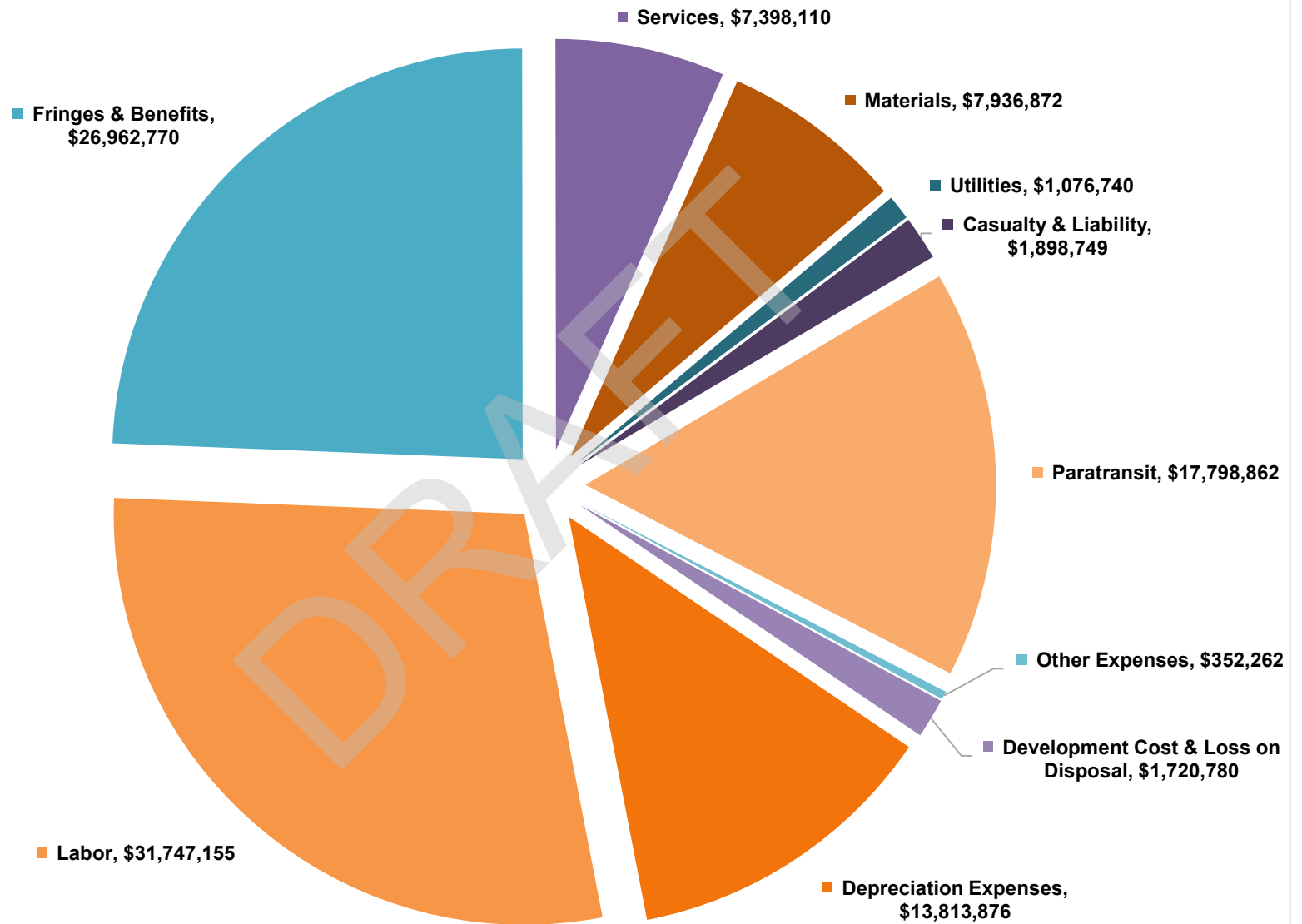


Assets	FY 26	FY 25	Liabilities, Reserves & Capital	FY 26	FY 25
Current Assets			Current Liabilities		
Cash & Cash Items	3,359,360	2,825,287	Long Term Debt	0	0
Short Term Investments	9,798,126	2,669,297	Short Term Debt	0	0
Accounts Receivable	72,105,557	101,145,112	Trade Payables	8,906,790	4,399,928
Interest Receivable	0	0	Accrued Payroll Liabilities	4,944,542	5,670,134
Due From Grant	80,000	80,000	Estimated Workmans Compensation	3,821,174	3,253,135
Materials & Supplies	2,305,960	2,788,781	Accrued Tax Liabilities	0	0
Total Current Assets	95,451,720	109,508,476	Unredeemed Tickets & Tokens	1,900,471	2,039,028
Other Assets			Reserves - Injury & Damages	948,588	466,262
Prepaid Insurance & Dues & WIP	278,705	285,787	Due To Operations	80,000	80,000
Total Other Assets	278,705	285,787	Unearned Capital Contributions	65,401,268	91,624,892
Fixed Assets			Other Current Liabilities (Health Ins.)	3,310,168	3,649,336
Land	3,773,249	3,773,249	Total Current Liabilities	86,553,041	111,182,714
Buildings	55,591,648	53,913,667	Equity		
Coaches	138,864,414	139,077,673	Retained Earnings	(1,624,925)	4,351,759
Office Equipment	14,980,508	14,522,231	Prior Year Retained Earning	85,191,874	80,840,115
Other Equipment	24,695,311	21,513,553	Total Equity	83,566,949	85,191,874
Development Costs	210,724	30,267	Total Liabilities & Equity	172,879,950	196,374,588
Vehicle Exp - Operating	870,065	1,145,235			
Other Equipment -Operating	177,643	174,163			
Total Fixed Assets	239,163,562	234,150,037			
Less Accumulated Depreciation					
Accumulated Depr Land	957,092	904,780			
Accumulated Depr Buildings	34,940,617	33,237,839			
Accumulated Depr Coaches	90,440,893	88,829,528			
Accumulated Depr Office Equipment	10,262,292	8,704,401			
Accumulated Depr Other Equipment	16,753,476	14,858,493			
Accumulated Depr Development Cost	35,121	2,522			
Accumulated Depr Vehicle Exp - Opr	654,916	873,959			
Accumulated Depr Other Equipment Op	166,911	158,189			
Total Depreciation	154,211,319	147,569,711			
Net Fixed Assets	84,952,243	86,580,326			
Total Assets	172,879,950	196,374,588			

YTD Revenues - June 2026, FY 2026



YTD Expenses - June 2026, FY 2026



MassTransit Trust Fund (MTTF) Revenue Deposits



Deposit to Budget Difference FY 2026

Month	FY 26 Actual Deposits	FY 26 Budget Deposits	Difference	YTD Total	Current Month	YTD
July	\$5,479,160	\$5,622,235	(\$143,075)	\$ (143,075)	-2.54%	
August	\$4,932,187	\$4,982,116	(\$49,929)	\$ (193,004)	-1.00%	-1.82%
September	\$7,911,479	\$7,263,091	\$648,388	\$ 455,384	8.93%	2.55%
October	\$5,399,699	\$4,802,306	\$597,393	\$ 1,052,777	12.44%	4.64%
November	\$5,976,596	\$5,977,485	(\$889)	\$ 1,051,888	-0.01%	3.67%
December	\$7,309,589	\$7,728,669	(\$419,080)	\$ 632,808	-5.42%	1.74%
January	\$7,197,256	\$5,709,491	\$1,487,765	\$ 2,120,573	26.06%	5.04%
February	\$5,460,498	\$5,700,519	(\$240,021)	\$ 1,880,552	-4.21%	3.94%
March	\$7,092,494	\$6,214,407	\$878,087	\$ 2,758,639	14.13%	5.11%
April	\$10,940,766	\$12,147,787	(\$1,207,021)	\$ 1,551,618	-9.94%	2.35%
May	\$5,478,700	\$5,656,493	(\$177,793)	\$ 1,373,825	-3.14%	1.91%
June	\$7,437,031	\$7,220,189	\$216,842	\$ 1,590,667	3.00%	2.01%
TOTAL	\$80,615,455	\$79,024,788				

MTTF Revenue Deposits - Actuals

LOUISVILLE METRO REVENUE COMMISSION
TARC LICENSE FEE TRANSACTIONS

	June 2026	June 2025	YTD FYE 2026	YTD FYE 2025	Difference Amount	Percent Change
Receipts						
Employee Withholding	\$ 5,564,905	\$ 5,187,512	\$ 65,108,033	\$ 61,092,150	\$ 4,015,883	6.57%
Individual Fees	44	56	3,870	2,338	1,532	65.53%
Net Profit Fees	1,864,940	1,870,143	15,526,039	16,175,918	(649,879)	-4.02%
Interest & Penalty	82,964	43,189	756,485	910,185	(153,700)	-16.89%
Total Collections	\$ 7,512,853	\$ 7,100,900	\$ 81,394,427	\$ 78,180,591	\$ 3,213,836	4.11%
Investment Income	\$ 25,602	\$ 39,049	\$ 319,853	\$ 384,263	\$ (64,410)	-16.76%
Total Receipts	\$ 7,538,455	\$ 7,139,949	\$ 81,714,280	\$ 78,564,854	\$ 3,149,426	4.01%
Disbursements						
Collection Fee	\$ 101,424	\$ 95,862	\$ 1,098,825	\$ 1,055,438	\$ 43,387	4.11%
Total Disbursements	\$ 101,424	\$ 95,862	\$ 1,098,825	\$ 1,055,438	\$ 43,387	4.11%
Due Mass Transit	\$ 7,437,031	\$ 7,044,087	\$ 80,615,455	\$ 77,509,416	\$ 3,106,039	4.01%
Less Previous Payments			73,178,424	70,465,329	2,713,095	3.85%
Payable To Trust Fund			\$ 7,437,031	\$ 7,044,087	\$ 392,944	5.58%



Year to Date Summary

June 2026, Fiscal Year 2026

Actual Compared to Budget YTD

	Good	In the Red	
Total Operating Revenues are Over/ Under by (pg. 2, line 8)	\$0	\$3,139,871	
Total Expenses are Over/ Under by (pg. 2, line 38)	\$17,364,500	\$0	
MTTF Revenue Deposits are Over /Under by (pg. 7)	\$1,590,667	\$0	
YTD, TARC has a favorable balance before Capital & Subsidies	\$18,955,167	\$3,139,871	\$15,815,296

Actual Revenues over Expenses

Operating Revenues	\$11,448,961
Operating Expenses	\$95,171,520
Net Gain/(Loss) before MTTF	(\$83,722,559)
MTTF Approved Contributions	\$66,441,657
Net Gain/(Loss) before Subsidies	(\$17,280,902)
Subsidies	
ARP	\$8,059,276
5307 Federal Formula dollars to be used as (CEER)*	\$6,278,975
MTTF Local Share	\$831,217
State Contributions	\$2,111,434
Total Subsidies	\$17,280,902

Net Gain/(Loss) after Capital & Subsidies **\$0**

*CEER: Capital Eligible Expense Reimbursement

Budget By Expense Category 7/24/2026	FY25 Actual	FY26 BUDGET	FY26 ESTIMATE	FY26 Actual			
Beginning MTTF Balance	\$70,181,827	\$70,181,827	\$79,758,519	\$79,758,519			
Operating Revenues					FY 26 Actual vs FY 26 Bud	FY 26 Actual vs FY 26 Bud	FY 26 Actual vs FY 26 Est
Farebox	\$6,420,372	\$6,623,094	\$6,873,094	\$6,674,875	0.78%	\$51,781	(\$198,219)
Special Fares	\$1,691,349	\$1,628,438	\$1,768,438	\$1,849,418	13.57%	\$220,980	\$80,980
Advertising	\$725,719	\$1,000,000	\$1,025,000	\$1,053,355	5.34%	\$53,355	\$28,355
Other Agency Revenues	\$5,417,137	\$5,237,300	\$1,950,000	\$1,782,810	-65.96%	(\$3,454,490)	(\$167,190)
Total Recoveries - Insurance	\$116,037	\$100,000	\$150,000	\$88,503	-11.50%	(\$11,497)	(\$61,497)
MTTF Collections	\$77,509,415	\$79,024,788	\$80,524,788	\$80,615,455	2.01%	\$1,590,667	\$90,667
MTTF Interest	\$2,841,821	\$2,870,342	\$2,927,076	\$2,891,548	0.74%	\$21,206	(\$35,528)
State Government Funds	\$1,949,761	\$1,292,272	\$1,292,272	\$2,111,434	63.39%	\$819,162	\$819,162
MTTF Principal	(\$9,576,692)	\$0	(\$6,043,685)	(\$14,562,499)		(\$14,562,499)	(\$8,518,814)
Total Revenues	\$87,094,919	\$97,776,234	\$90,466,983	\$82,504,899	-15.62%	(\$15,271,335)	(\$7,962,084)
Operating Expenses							
Direct Labor	\$34,701,925	\$34,440,194	\$33,346,032	\$31,747,155	-7.82%	(\$2,693,039)	(\$1,598,877)
Fringe Benefits:							
Vac/Hol/Sick/Bday	\$5,807,012	\$6,395,951	\$5,861,692	\$4,663,837	-27.08%	(\$1,732,114)	(\$1,197,855)
Health/Welfare/Pension	\$22,914,798	\$26,711,833	\$25,366,900	\$22,298,933	-16.52%	(\$4,412,900)	(\$3,067,967)
Services	\$7,541,541	\$9,136,778	\$9,177,670	\$7,398,110	-19.03%	(\$1,738,668)	(\$1,779,560)
Material & Supplies	\$8,127,360	\$8,008,642	\$8,091,360	\$7,936,872	-0.90%	(\$17,770)	(\$154,488)
Utilities	\$980,999	\$987,650	\$1,063,450	\$1,076,740	9.02%	\$89,090	\$13,290
Casualty&Liability	\$2,979,111	\$2,881,520	\$2,727,770	\$1,898,749	-34.11%	(\$982,771)	(\$829,021)
Purchased Transportation	\$17,700,802	\$23,128,672	\$18,511,811	\$17,798,862	-23.04%	(\$5,329,810)	(\$712,949)
Other Expense	\$467,287	\$844,780	\$664,810	\$352,262	-58.30%	(\$492,518)	(\$312,548)
Total Operating Expense	\$101,220,835	\$112,536,020	\$104,811,495	\$95,171,520	-15.43%	(\$17,364,500)	(\$9,639,975)
Capital Eligible Expense Reimbursement	(\$3,678,261)	(\$10,524,237)	(\$7,923,807)	(\$7,110,192)	-32.44%	\$3,414,045	\$813,615
ARP	(\$11,865,002)	(\$9,175,868)	(\$8,059,276)	(\$8,059,276)	-12.17%	\$1,116,592	\$0
SUBTOTAL	(\$15,543,263)	(\$19,700,105)	(\$15,983,083)	(\$15,169,468)	-23.00%	\$4,530,637	\$813,615
Net Operating Expense	\$85,677,572	\$92,835,915	\$88,828,412	\$80,002,052	-13.82%	(\$12,833,863)	(\$8,826,360)
MTTF Capital Share	\$1,417,347	\$4,940,319	\$1,638,571	\$2,502,847	-49.34%	(\$2,437,472)	\$864,276
Total Operating/Capital	\$87,094,919	\$97,776,234	\$90,466,983	\$82,504,899	-15.62%	(\$15,271,335)	(\$7,962,084)
Ending MTTF Balance	\$79,758,519	\$70,181,827	\$85,802,204	\$94,321,018		\$24,139,191	\$8,518,814

MEMORANDUM

To: TARC Board of Directors

From: Abbie Gilbert, Board Chair

Date: August 25, 2026

Re: Resolution 2026-36 Performance Evaluation of TARC Executive Director

On August 21, 2026, the TARC Board's Executive Committee ("Committee") completed its Performance Evaluation of TARC Executive Director, Ozzy Gibson, which is hereby attached, examining his performance for the past twelve (12) months. The Committee looked at the following categories: (1) Leadership and Strategic Direction, (2) Operational and Financial Management, (3) Public Engagement and Communication, (4) Board Relations, (5) Team and Culture Development, (6) Goal Achievement, and (7) Professional Development Recommendations. The Committee concluded that Mr. Gibson exceeded expectations in all of the categories listed herein and are recommending that the entire Board approve a raise to Mr. Gibson's current salary of 3% to commence September 1, 2026.

Thank you.

RESOLUTION 2026-36

PERFORMANCE EVALUATION OF TARC EXECUTIVE DIRECTOR

This resolution requests the Board approve a 3% raise for Executive Director, Ozzy Gibson, based on the Performance Evaluation conducted by the Committee:

WHEREAS, the Committee conducted and completed a Performance Evaluation of TARC Executive Director, Ozzy Gibson on August 21, 2026; and

WHEREAS, the Committee found that Mr. Gibson exceed expectations in all the categories of review; and

WHEREAS, the Committee is submitting its recommendation of a 3% raise in Mr. Gibson's salary commencing September 1, 2026;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Transit Authority of River City that:

The salary of Executive Director, Ozzy Gibson, shall be increased by 3% commencing on September 1, 2026.

ADOPTED THIS 25th DAY OF AUGUST 2026

Abbie Gilbert, Chair of the TARC Board of Directors