



Meeting Will Begin Soon

Board of Directors

November 5, 2025





Welcome & Introductions

Board of Directors Meeting

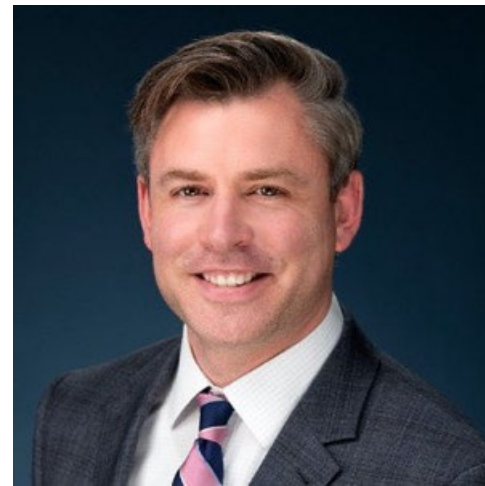
November 5, 2025

Calling of the Roll



David Kaplan

Chair of the Board



Jesse O'Connell

Vice-Chair



Ajashu Thomas



Matt Harris



Kursten Phelps



Arish Gajjar



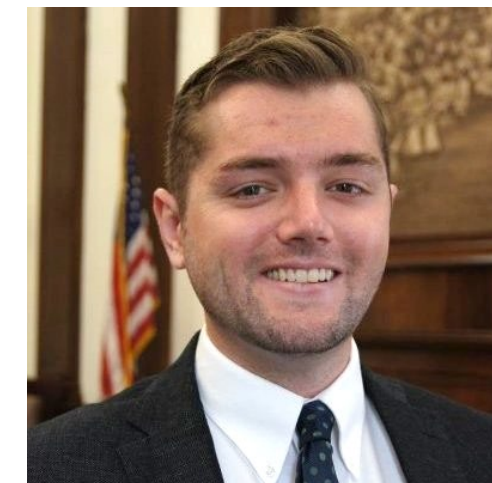
Praveen Kathpal



Hillary Orr



Laura Gates



Arthur Wicks





Public Comment

Those wishing to speak during the public comment may pre-register at dashbus.com/ and join via Zoom.

Alternatively, attendees may use the “RAISE HAND” feature to be recognized for comment.



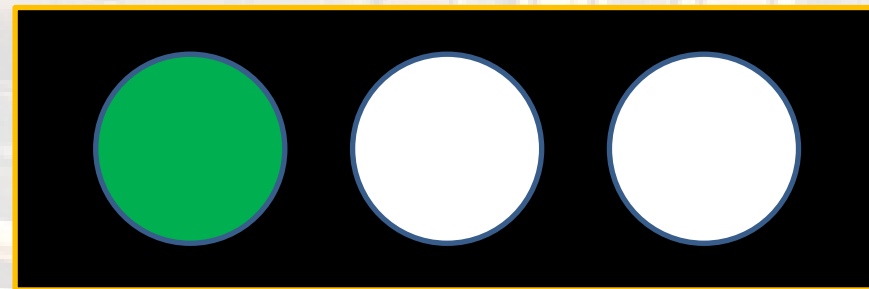


Public Comment

Each speaker is permitted 3 minutes for the public comment.

When the **YELLOW** light appears, 1 minute remains.

When the **RED** light appears, you are out of time.



Time Whistle
Speaker Expired



Collaboration & Engagement

2B. Chairs Report

David Kaplan – Chair of the Board

2C. T&ES Report

Hillary Orr, Deputy Director, Transportation & Environmental Services

2D. Other Member Reports

All



Regular Business

3A. Consideration of Approval – Meeting Minutes

Action Item: Consideration of approval of October 8, 2025 Meeting Minutes

3B. Financial Reports

Edward Ryder, Chief Financial Officer, DASH



Updated FY 2025 Results

Following reconciliation of the self-funded medical insurance transfers, DASH confirmed the balanced **year-end result** for FY25 with a modest **surplus of \$35,566**

	FY2025 Annual		
	FY2025 Year End	Budget	Variance
REVENUES:			
Passenger Revenue	-	-	-
Charter Revenue	92,788	130,000	(37,212)
Advertising Revenue	108,525	153,700	(45,175)
DASH Merchandise Sales	4,822	-	4,822
Miscellaneous Revenue	96,118	60,000	36,118
Total Operating Revenue	302,252	343,700	(41,448)
City Contribution - King Street Trolley	1,560,576	1,560,582	(6)
City Contribution - Regular Subsidy	32,872,922	32,872,921	1
Total Revenue	34,735,750	34,777,203	(41,453)
EXPENDITURES:			
Operations	19,699,537	19,326,299	(373,238)
Maintenance	7,726,157	8,112,524	386,367
Administration	7,124,776	7,148,380	23,604
Capital Outlay	149,715	190,000	40,285
Total Expenditures	34,700,184	34,777,203	77,019
Net Surplus (Deficit)	35,566	-	35,566



FY26 First Quarter Results

With results through September 2025, as of this report we project a balanced year-end budget for FY2026.

	Actual YTD	Budget YTD	Variance	FY26 Year End Projection	FY 26 Budget	Variance
REVENUES:						
Charter Revenue	27,182	27,319	(136)	174,864	175,000	(136)
Advertising Revenue	52,061	40,000	12,061	162,061	160,000	2,061
DASH Merchandise Sales	549	-	549	549	-	549
Miscellaneous Revenue	19,609	15,000	4,609	64,609	60,000	4,609
Total Operating Revenue	99,402	82,319	17,083	402,083	395,000	7,083
City Contribution - DASH	9,217,356	9,217,354	2	36,869,419	36,869,417	2
Total Revenue	9,316,758	9,299,673	17,085	37,271,502	37,264,417	7,085
EXPENDITURES:						
Operations	4,764,837	5,135,035	370,198	20,598,900	20,641,241	42,341
Maintenance	2,047,568	2,243,296	195,728	8,905,097	9,011,024	105,927
Administration	1,867,700	1,844,804	(22,897)	7,535,832	7,422,152	(113,680)
Capital Outlay	17,009	-	(17,009)	190,000	190,000	0
Total Expenditures	8,697,115	9,223,135	526,020	37,229,829	37,264,417	34,589
Net Surplus (Deficit)	619,643	76,538	543,105	41,673	(0)	41,674



General Managers Reports

4A. Ethics Hotline and Complaint Resolution Process

Yvonne Jung, Chief Labor Relations and Engagement Officer, DASH

Mary Gayle Holden, General Counsel, Alexandria Transit Company

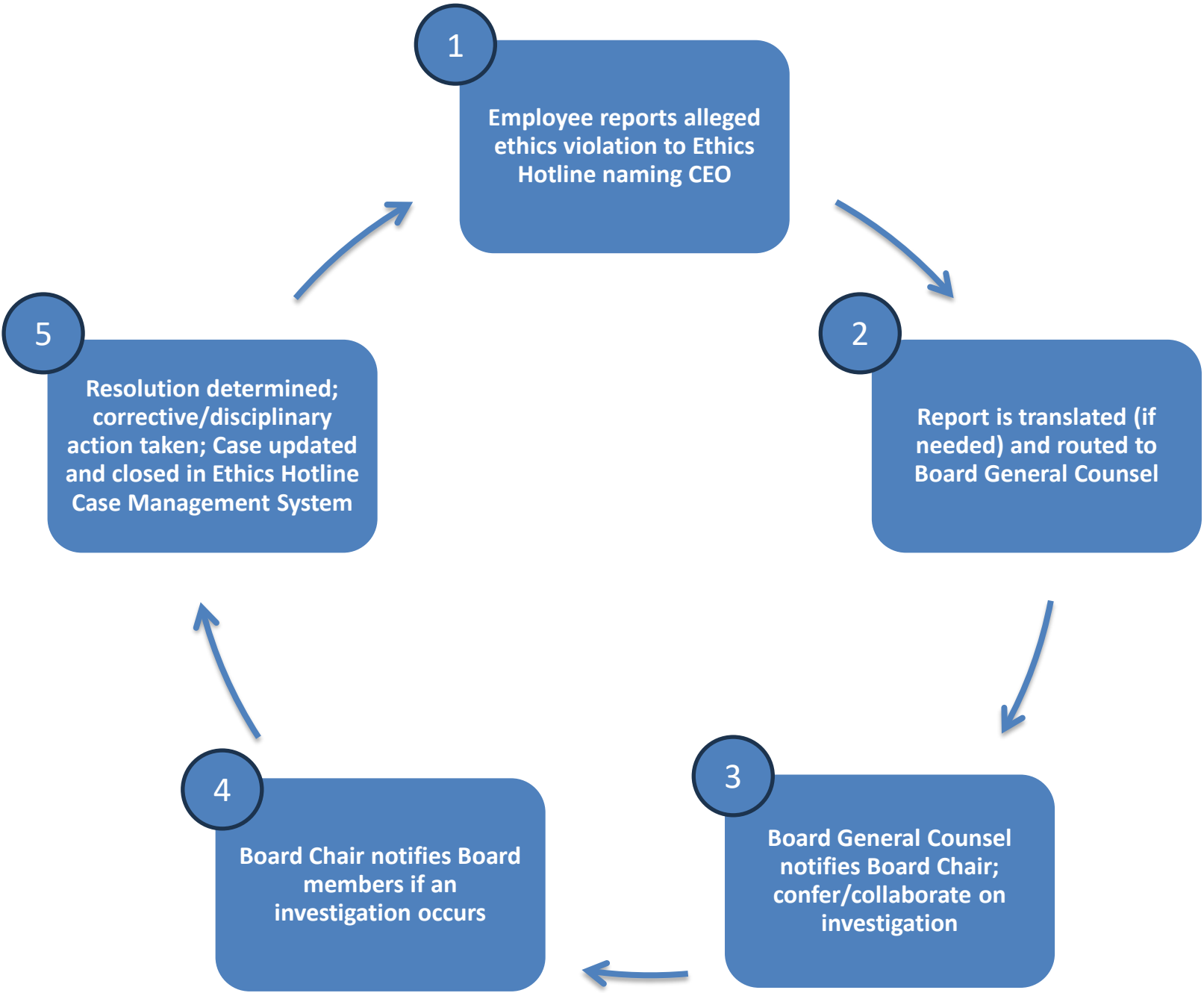
4B. Ridership Report

Josh Baker, CEO/General Manager, Alexandria Transit Company



Ethics Hotline Procedure

The following will apply when an Ethics Hotline report names the CEO:



Reports are routed based on violator named in report:

Complaint is about:	Routed to and investigated by:
Hourly/Supervisor level	HR Manager (or) Chief Labor Relations & Engagement Officer
Manager/Director/SMT level	Chief Labor Relations & Engagement Officer
ELT level	CEO
CEO	General Counsel (Board of Directors)

** May be adjusted based on situation / report*

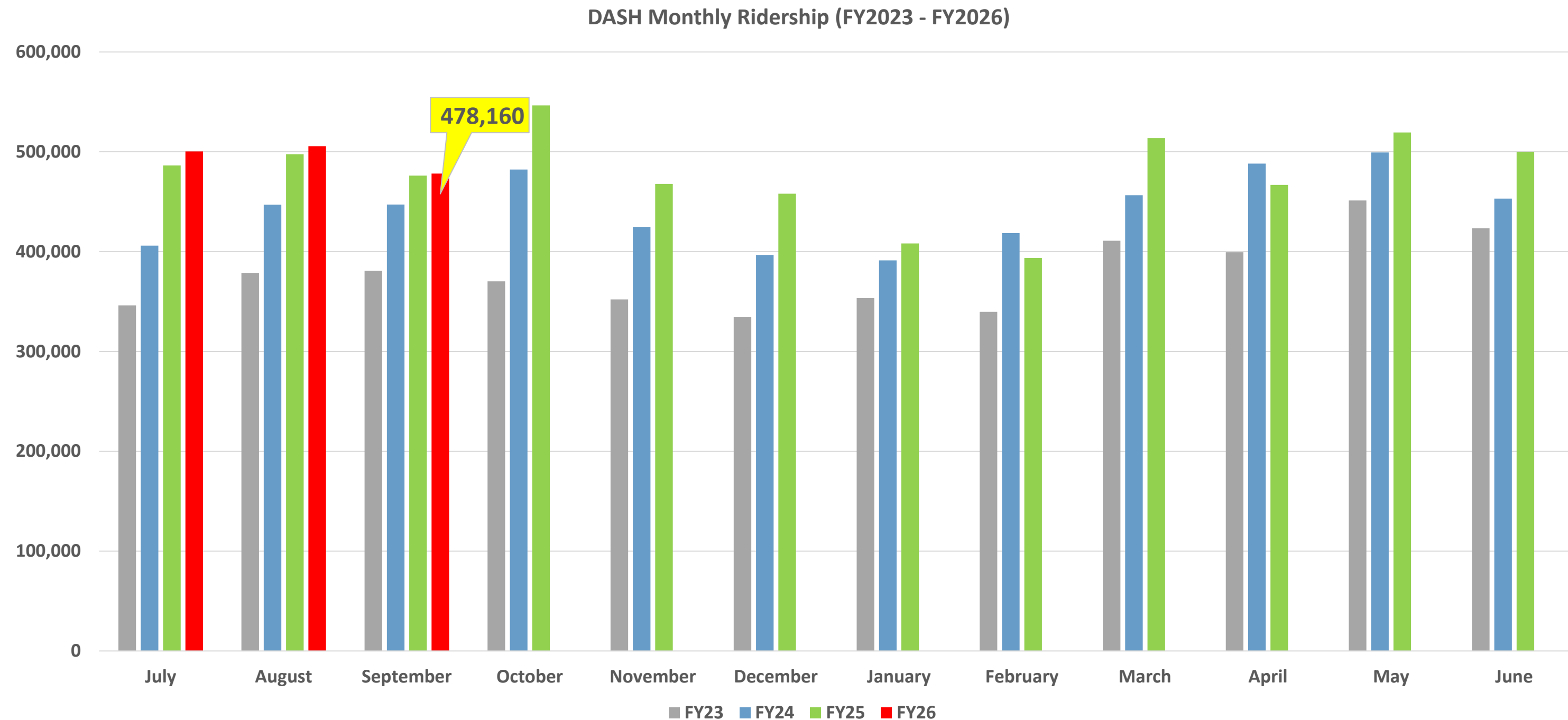


General Managers Reports

4B. Ridership Report

Josh Baker, CEO/General Manager, Alexandria Transit Company

Anticipate Lower
Ridership due to
Government Shutdown
Starting October, 2025



Agency Safety Plan Overview

Kato Carter

Director of Safety & Security



Purpose

- Establishes **framework for how DASH ensures safety**
 - Aligns with the Federal Transit Administration (**FTA**) **49 CFR Part 673**
 - Guides **continuous improvement** and compliances
 - **Safety Management System** components:
 1. Safety Management Policy
 2. Safety Risk Management
 3. Safety Assurance
 4. Safety Promotion
- **ASP has been reviewed** by DASH leadership, the SMT, with input from external consultant
 - Final step is **approval by Board of Directors**
 - **Memorializes what DASH already does** to ensure safety



Policy Commitments

- **Safety is a core value**
- Maintain **compliance** with **all regulations**
- Encourage **non-punitive** safety **reporting**
- Provide **adequate resources** and **training**
- **Continually monitor** and improve safety performance



Safety Objectives

- **Safety culture:** fosters safe practices, encourages reporting, prioritizes risk management
- Safety is the **responsibility of everyone**
- **Non-punitive / No retaliation**
- Communication and training for all roles
- Focus on **continuous improvement**

Targets

Category	DASH (fixed route)
Fatalities (total # of reportable fatalities per year)	0
Fatalities (rate per 100k vehicle revenue miles) (VRM)	0
Injuries (total # of reportable injuries per year)	6
Injuries (rate per 100k VRM)	Less than .5 injuries per 100k VRM
Safety events (total # of safety events per year)	6
Safety events (rate per 100k VRM)	Less than .5 safety events per 100k VRM
Distance between Major Failures	52,000
Distance between Other Failures	38,000

Risk Management

Hazard Identification

- Operator pre-/post-trip inspections
- Operator reports to dispatchers.
- Near miss reporting website
- Safety Meetings
- ERC meetings
- Mechanic reports
- Customer service complaints

Risk Assessment

Risk Probability	Risk Severity			
	Catastrophic 1	Critical 2	Marginal 3	Negligible 4
Frequent – A	1A	2A	3A	4A
Probable – B	1B	2B	3B	4B
Occasional - C	1C	2C	3C	4C
Remote – D	1D	2D	3D	4D
Improbable - E	1E	2E	3E	4E

Risk Mitigation

Criteria applied:

- Elimination
- Substitution
- Engineering Controls
- Administrative Controls
- PPE

Compliance Monitoring

- Internal SMS Self-Assessment
- Performance Data Tracking
- Employee Reporting
- Safety Oversight Inspections

Hazard Recordkeeping

Central repository to include:

- Safety hazards and mitigation
- Transit Worker Assaults
(mitigation: shields, de-escalation training)
- Operator visibility (mitigation: A-pillar camera system pilot)

Safety Assurance

- **Safety performance monitoring**
- **Drug and alcohol testing program**
- **Safety reporting monitoring**
- **Event investigations**



Safety Communication & Training

Orientation, message boards,
department meetings

Event Review Committee
Safety & Security Committee

Quarterly safety meetings
On-going review of safety KPIs

Operator training: defensive driving, ADA customer
service, workplace harassment, ride checks,
refresher training

Maintenance training: OJT, OEM/vendors, ASE
certifications and bonus program



Questions?

Board Action Item



FY 2027 Budget Presentation

Edward Ryder

Chief Financial Officer



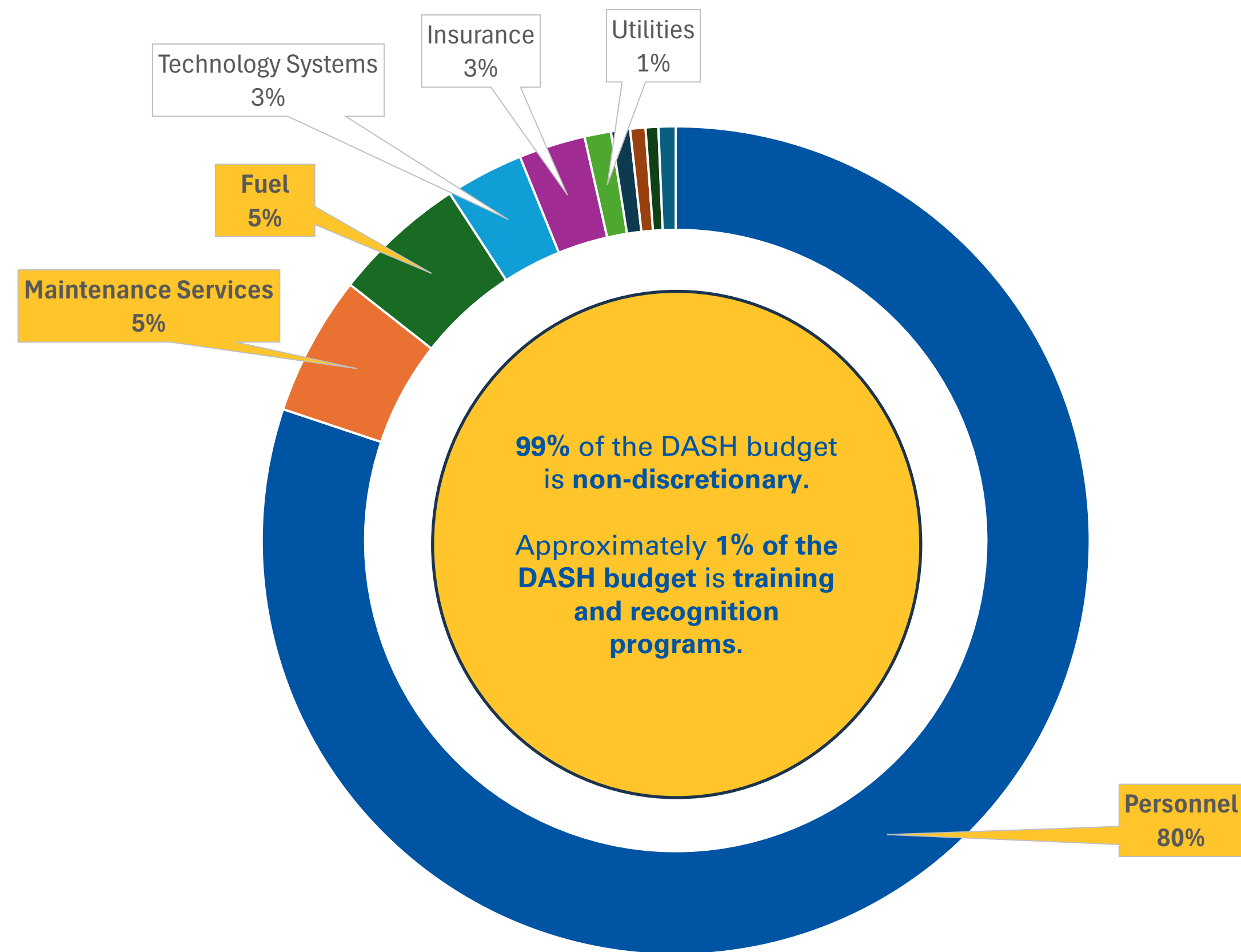
Background

City Council Budget Retreat :

- Preliminary **revenue forecast is flat for FY27** (0.5% growth for the City)
 - **58% of General Fund** revenue comes from property taxes
 - Residential real estate experiencing **slow growth (2.7%)**
 - **Commercial real estate is flat**
- Transit consists of **5.3% of overall budget** expenditures (includes WMATA)
- Alexandria facing multiple Collective Bargaining Agreement negotiations for FY27
- Considering budgetary environment, City Manager has asked Departments and Partner agencies to limit FY27 budget to non-discretionary increases only and target 1.5% increase from FY26 subsidy levels.



Current Services





Current Services

Anticipated CBA Wage Increase

Annual Step Increases

Increased Maintenance Costs

**Scaled Down Reliability
Improvements**



Current Services

Board Action Item

- The **FY27 Proposed Current Services Budget** increases by \$1,004,279 (2.7%) to a total of \$38,268,696.
- If DASH did not internally manage most of the expenses associated with Collective Bargaining, **the City would face an additional \$821k (total subsidy increase of 7.7%)** for FY27.

EXPENDITURES	FY 2027 Proposed		FY 2026 Budget		Change	% Change
Personnel	30,667,168	80.1%	29,556,331	79.3%	1,110,837	3.8%
Non-Personnel	7,411,528	19.4%	7,518,086	20.2%	(106,558)	-1.4%
Capital Outlay	190,000	0.5%	190,000	0.5%	-	0.0%
TOTAL	38,268,696		37,264,417		1,004,279	2.7%

REVENUES	FY 2027 Proposed		FY 2026 Budget		Change	% Change
City Contribution	37,848,696	98.9%	36,869,417	98.9%	979,279	2.7%
Charters	175,000	0.5%	175,000	0.5%	-	0.0%
Advertising	160,000	0.4%	160,000	0.4%	-	0.0%
Miscellaneous Revenue	85,000	0.2%	60,000	0.2%	25,000	41.7%
TOTAL	38,268,696		37,264,417		1,004,279	2.7%



Reductions

DASH has been given a **1% reduction target equal to (\$377,936)**, equal to 1% of the FY26 approved General Fund Budget.

Reduction of Weekday Peak Service of Line 104

Reduction of Weekday Peak Service of Line 102

The proposed service cuts would result in a projected decrease in annual boarding of over 60,000 and a reduction in force of 3 FTEs.

Board Action Item



Supplementals

As outlined in the joint working session between the ATC Board and City Council, ATC needs to highlight the following improvements as called for in the ATV

FY22 Unfunded Improvements

- Line 32 – Full Remaining Improvement : \$620,000
- Line 31 – Improvement : \$1,200,000

FY27 Service Improvements

- Line 30 – Improvement : \$2,600,000
- Line 32 – Improvement : \$900,000
- Line 34 – Improvement : \$604,000
- Line 103 – Improvement : \$500,000

Board Action Item





Wrap Up & Consideration of Adjournment

Next Meeting: December 10, 2025

DASH Facility – Meal Provided



Meeting Adjourned

November 5, 2025

@DASHbus_ @DASHbusva @DASHbus

