

**THE CENTRAL NEW YORK REGIONAL TRANSPORTATION AUTHORITY
(and its Subsidiaries)**

**200 CORTLAND AVENUE, SYRACUSE, NEW YORK
MINUTES OF THE NOVEMBER 21, 2025, BOARD MEETING**

MEMBERS PRESENT:

NICHOLAS LAINO, Chairman
ANTHONY DAVIS, Vice Chairman
DARLENE LATTIMORE, Secretary
TINA FITZGERALD, Treasurer
NEIL BURKE
ROBERT CUCULICH
JULIUS LAWRENCE
HEATHER SNOW
LOUELLA WILLIAMS
FRANK SAYA, Non-Voting Member

STAFF PRESENT:

CHRISTOPHER TUFF, Chief Executive Officer
STEVE KOEGEL, VP of Communication & Business Planning
JACQUELYN MUSENGO, VP of Human Resources
GEOFF HOFF, VP of Fleet and Facilities
BRUCE FONG, VP of Information Technology
MELISSA BRIM, VP of Finance
BREN DAISS, Associate VP Communication & Business Planning
PAULA CUTRONE, Sr Manager of Transit Data and Equity
DEREK SHERMAN, Director of Accounting
CHRISTOPHER MORRALE, Director of Human Resources
CHRISTOPHER KING, Procurement Manager
TARA SPRAKER, Director of Capital Programs
JASON SMITH, Sr Procurement Analyst
SUZANN HENSLEY, Internal Control Manager
JEANNINE JOHNSON, Executive Assistant
BILLY GREENE, Desktop Support Specialist
MATTHEW KAVANAGH, Desktop Support Specialist

PUBLIC PRESENT:

BRAD HUNT, Legal Counsel
BRENDA SPARA, Retired Bus Operator

CALL TO ORDER At 10:00 A.M. Chairman Laino called the meeting to order.

- Chairman Laino and the Board Members recited the Pledge of Allegiance

- Chairman Laino noted a quorum was present
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MOMENT OF SILENCE

- Chairman Laino requested a moment of silence for the recent passing of Syracuse Bus Operator Kevin Moore

UPCOMING MEETINGS

- Chairman Laino announced the following meetings for December 19, 2025:
 - Audit and Finance Meeting – 9:00 AM
 - Board Meeting – 9:30 AM

RECOGNITION OF BRENDA SPARA - 25 YEARS OF SERVICE ON HER RETIREMENT

Brenda began her journey in public service with some dedicated military service before joining the transit family as a part-time bus operator in June 1999. By December of that same year, she transitioned to full-time, quickly becoming a beloved presence on her route.

Known for her warm heart and exceptional customer service, Brenda built strong connections with her passengers. She had a special place in her heart for underprivileged children, often handing out hats and gloves during the cold winter months and offering guidance to those who seemed to be struggling. Her compassion and commitment to making a difference never went unnoticed. Brenda's passengers adored her and were always saddened to see her route change at the end of each sign-up. Her kindness, consistency, and genuine care left a lasting impression on everyone she encountered. As she embarks on her well-earned retirement, Brenda leaves behind a legacy of service, empathy, and community spirit that will be deeply missed.

On November 1, 2025, following a 25-year career with Centro, Brenda's destination sign flipped to "Out of Service", and she began enjoying her retirement years. Brenda, we want to thank you for your many years of service and professionalism. We are proud to have had you as a member of our team. Congratulations on your retirement!

APPROVAL OF THE OCTOBER 24, 2025, BOARD MEETING MINUTES - MOTION NO. 2804

Motion – Tina Fitzgerald

Seconded – Darlene Lattimore

Carried Unanimously

CHIEF EXECUTIVE OFFICER'S REPORT – Mr. Tuff

The following was mentioned, in addition to Mr. Tuff's written report that is attached to these Minutes.

LEGISLATIVE MEETINGS (CONTINUED)

This past Monday, we also met with Senator Ryan, the meeting covered the System redesign and an overview of Centro. We also emphasize the importance of continued transit funding to support the project. We concluded the meeting with a tour of the Centro Syracuse Facility.

RPM (CONTINUED)

This Quarterly session also included a company-wide chili cook-off. This year we had 27 chili/chowder entries between all 6 locations. We had a vote at each property to pick the People's Choice winner from each location. We selected a group of people who ate all 27 chilis/chowders to select a Grand Champion.

The People's Choice winners:

Oswego – Mike Richards

Cayuga – Brian LaShomb

Utica – KC Martin

Syracuse – Austin Smith

Cortland – Renee Leet

Rome – Bill Simon

Grand Champion Overall – Renee Leet

LOW/NO EMISSIONS GRANT PROGRAM

On Tuesday, November 18, we were notified of a \$9.28 million award through the Low/No Emissions Grant program. The funding will be for Compressed Natural Gas (CNG) buses and their amenities for the Bus Rapid Transit project (BRT). We are grateful for our partnerships on the federal level to award us this funding to continue to support BRT.

COMMUNITY INVOLVEMENT

Launch of the Roller Express

On November 11th, on Bridge Street, we launched our partnership with the Central New York YMCA. Lamar Transit Advertising, and M&T Bank to bring the Roller Express to Central New York. This is the next chapter of the program we started in 2022 to help people who might not have other ways to enjoy Lights on the Lake. This partnership has provided the resources to expand the Roller increasing the number of bookings to about twenty.

On November 19th, the bus hit the road for its first trip on Salute the Troops Night, carrying a busload of Veterans to enjoy Lights on the Lake.

This partnership also flows into our annual Stuff-A-Bus events this holiday Season to which will be on December 6. We will be collecting toys at the Cicero Walmart and the Fayetteville Town Center YMCA.

SPCA Stuff a Bus

On November 29, we are partnering with the CNY SPCA on a Stuff-A-Bus event to support our fur-friends. The event will be at the Walmart in Cicero. We will be collecting treats, toys, food and blankets for the shelter animals. All donations go directly to the CNY SPCA.

Parade of Lights

On November 29, we will be participating in the Baldwinsville Parade of Lights. This is another event resulting from our partnership with the YMCA on the Roller Express. The Parade of Lights is presented by the Baldwinsville Vol. Fire Company in conjunction with the Village of Baldwinsville tree lighting celebration. The family friendly event welcomes fire departments, ambulances, police departments, heavy equipment, businesses, and community groups. Last year nearly 7,000 people packed the parade route with over 165 vehicles participating.

Lights On Caravan

The "Lights On" Caravan in Onondaga County is an annual event that brings together emergency vehicles from across the county to raise awareness about impaired driving. The 42nd annual caravan, held on November 15, 2025, traveled from Centro headquarters in Syracuse to the Minoa Fire Station #1 to honor victims of drunk driving and urge people to drive sober, especially during the holiday season

SENIOR STAFF REPORTS

BUSINESS DEVELOPMENT AND CORPORATE COMMUNICATIONS REPORT – Mr. Koegel

Mr. Koegel reported that ridership in Syracuse has flattened out and may have peaked without further service enhancements. He also reported that ridership has continued to increase other service areas led by a 19% increase in the city of Rome.

He also reported that Centro staff had completed two public hearings in Oswego and Fulton for a System Redesign in Oswego County and that a resolution to move forward with the changes would be presented at the December board meeting.

HUMAN RESOURCES REPORT – Ms. Musengo

Ms. Musengo discussed and requested the following approval.

The Authority and the United Public Service Employees Union (UPSEU) have successfully reached a tentative agreement on the Operations and Maintenance Bargaining Unit Contract, effective April 1, 2025. The tentative agreement was ratified by the Union membership on November 17, 2025, with an 80% majority vote in favor.

The negotiated contract provides an overall average increase of 5.4% over the three-year term, aligning compensation more closely with current industry standards, establishing hourly rates of \$30.00 for Bus Operators and \$31.20 for Mechanics in the first year of the contract.

Summary of contract highlights:

- Wage Increases: total 16.5% over three years

<u>Contract Year</u>	<u>Operators</u>	<u>Mechanics</u>	<u>Servicers</u>
Year 1 – 9.5%	\$30.00/hr.	\$31.20/hr.	\$23.66/hr.
Year 2 – 3.5%	\$31.05/hr.	\$32.29/hr.	\$24.49/hr.
Year 3 – 3.5%	\$32.14/hr.	\$33.42/hr.	\$25.35/hr.

- Medical co-pay reimbursements eliminated; and
- Employee medical contributions increased from 15% to 16% in the first year, and from 16% to 17% in the second year. All new hires will contribute 18%; and
- Uniform allowance for Operators increased by \$50 per year; and
- Shoe allowance for Maintenance increases by \$50 per year; and
- Weekend premium of \$1.50 per hour added for Operators and Maintenance employees.
- Medical furlough period was reduced from 18 months to 12 months per injury; and
- Maintenance staff scheduling adjusted, reducing the number of employees off per week from four (4) to three (3) to improve operational coverage

Ms. Musengo recommended that the Board of Members approve the tentative agreement between the Authority and the United Public Service Employees Union (UPSEU) for the Operations and Maintenance Bargaining Unit, effective April 1, 2025, as presented.

TENTATIVE AGREEMENT BETWEEN THE AUTHORITY AND THE UNITED PUBLIC SERVICE EMPLOYEES' UNION (UPSEU) FOR THE OPERATIONS AND MAINTENANCE BARGAINING UNIT – MOTION NO. 2805

A Motion to approve the tentative agreement between the Authority and the United Public Service Employees Union (UPSEU) for the Operations and Maintenance Bargaining Unit, effective April 1, 2025, was raised.

Motion – Anthony Davis
Seconded – Tina Fitzgerald
Carried Unanimously

AUDIT AND FINANCE COMMITTEE REPORT

OCTOBER 31, 2025, STATEMENT OF REVENUE AND EXPENDITURES – MOTION NO. 2810

Ms. Brim presented a Motion to approve the October 31, 2025, Statement of Revenue and Expenditures. A copy of the Motion is attached to these Minutes.

A Motion to approve the October 31, 2025, Statement of Revenue and Expenditures, was raised.

Motion – Tina Fitzgerald
 Seconded – Darlene Lattimore
 Carried Unanimously

UMR 2026 PREMIUMS EQUIVALENT – MOTION NO. 2806

Ms. Musengo presented a Motion to approve the UMR 2026 Premiums Equivalent. A copy of the Motion is attached to these Minutes.

A Motion to approve the UMR 2026 Premiums Equivalent, was raised.

Motion – Louella Williams
 Seconded – Robert Cuculich
 Carried Unanimously

DELTA DENTAL 2026 PREMIUM EQUIVALENT MOTION NO. 2807

Ms. Musengo presented a Motion to approve the Delta Dental 2026 Premium Equivalent. A copy of the Motion is attached to these Minutes.

A Motion to approve the Delta Dental 2026 Premium Equivalent, was raised.

Motion – Julius Lawrence
 Seconded – Anthony Davis
 Carried Unanimously

CENTRO OF ONEIDA MEDICAL PLAN (ONEIDA/ROME UNION EMPLOYEES) – MOTION NO.2808

Ms. Musengo presented a Motion to approve the Centro of Oneida Medical Plan (Oneida/Rome Union Employees). A copy of the Motion is attached to these Minutes.

A Motion to approve the Centro of Oneida Medical Plan (Oneida/Rome Union Employees), was raised.

Motion – Anthony Davis
 Seconded – Tina Fitzgerald
 Carried Unanimously

2026 STOP LOSS RENEWAL – MOTION NO. 2809

Ms. Musengo presented a Motion to approve the 2026 Stop Loss Renewal. A copy of the Motion is attached to these Minutes.

A Motion to approve the 2026 Stop Loss Renewal, was raised.

Motion – Anthony Davis

Seconded – Neil Burke
Carried Unanimously

BUILDING PEST CONTROL SERVICES – RESOLUTION NO. 2668

Mr. Smith presented a Resolution to authorize the contract award for Building Pest Control Services to CIMEX Pest Services. A copy of the Resolution is attached to these Minutes.

A Motion to authorize the contract award for Building Pest Control Services to CIMEX Pest Services, was raised.

Motion – Neil Burke
Seconded – Darlene Lattimore
Carried Unanimously

MANAGEMENT REPORT ON INTERNAL CONTROL

Ms. Suzanne Hensley, Manager of Internal Control, presented at the Governance Committee meeting the CNYRTA Internal Control Manager Roadmap, along with Annual Mission Statement and Performance Measures Review. No action needed. Committee Members received the reports prior to today's meeting.

OLD BUSINESS

Board Member Julius Lawrence thanked all that attended the SWCC 50th Anniversary Celebration and mentioned that Syracuse has a new Mayor, Sharon Owens.

NEW BUSINESS

Nothing to discuss

EXECUTIVE SESSION – MOTION NO. 2811

A Motion to move the meeting into Executive Session to obtain advice from counsel was raised.

Motion – Neil Burke
Seconded – Heather Snow
Carried Unanimously

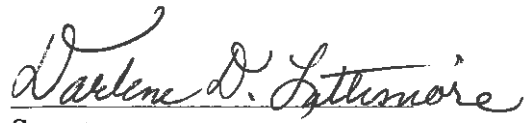
No action was taken in Executive Session.

ADJOURNED

There being no further business to come before the Board, the CNYRTA and its Subsidiaries Board meeting was adjourned.


Chairman

ATTEST:


Secretary

**THE CENTRAL NEW YORK REGIONAL TRANSPORTATION AUTHORITY
AUDIT AND FINANCE COMMITTEE
200 CORTLAND AVENUE, SYRACUSE, NEW YORK
MINUTES OF THE NOVEMBER 21, 2025, AUDIT AND FINANCE COMMITTEE MEETING**

MEMBERS PRESENT:

NICHOLAS LAINO, Chairman
ANTHONY DAVIS, Vice Chair
DARLENE LATTIMORE, Secretary
TINA FITZGERALD, Treasurer
NEIL BURKE
ROBERT CUCULICH
JULIUS LAWRENCE
HEATHER SNOW
LOUELLA WILLIAMS
FRANK SAYA, Non-Voting Member

STAFF PRESENT:

CHRISTOPHER TUFF, Chief Executive Officer
STEVE KOEGEL, VP of Communication and Business Planning
JACQUELYN MUSENGO, VP of Human Resources
GEOFF HOFF, VP of Fleet and Facilities
BRUCE FONG, VP of Information Technology
MELISSA BRIM, VP of Finance
CAITLIN MACCOLLUM, Sr Director of Procurement
BREN DAISS, Associate VP Communication & Business Planning
PAULA CUTRONE, Sr Manager of Transit Data and Equity
DEREK SHERMAN, Director of Accounting
CHRISTOPHER MORRALE, Director of Human Resources
CHRISTOPHER KING, Procurement Manager
TARA SPRAKER, Director of Capital Programs
JASON SMITH, Sr Procurement Analyst
SUZANN HENSLEY, Internal Control Manager
JEANNINE JOHNSON, Executive Assistant
BILLY GREENE, Desktop Support Specialist
MATTHEW KAVANAGH, Desktop Support Specialist
JIMMY HESTER, Bus Operator Syracuse

PUBLIC PRESENT:

BRAD HUNT, Legal Counsel
BRENDA SPARA, Retired Bus Operator

CALL TO ORDER At 9:32 A.M. Chairman Laino called the meeting to order.

- Chairman Laino noted a quorum was present
The next Committee meeting will be on December 19, 2025, as a result of the Christmas holiday.

OCTOBER 31, 2025, STATEMENT OF REVENUE AND EXPENDITURES

Ms. Brim presented a Motion to approve the October 31, 2025, Statement of Revenue and Expenditures. A copy of the Motion is attached to these Minutes.

A Motion to approve the October 31, 2025, Statement of Revenue and Expenditures, was raised and forwarded to the Board for approval.

Motion – Tina Fitzgerald

Seconded – Darlene Lattimore

Carried Unanimously to the Board with a recommendation of approval.

UMR 2026 PREMIUMS EQUIVALENT

Ms. Musengo presented a Motion to approve the UMR 2026 Premiums Equivalent. A copy of the Motion is attached to these Minutes.

A Motion to approve the UMR 2026 Premiums Equivalent, was raised and forwarded to the Board for approval.

Motion – Louella Williams

Seconded – Robert Cuculich

Carried Unanimously to the Board with a recommendation of approval.

DELTA DENTAL 2026 PREMIUM EQUIVALENT

Ms. Musengo presented a Motion to approve the Delta Dental 2026 Premium Equivalent. A copy of the Motion is attached to these Minutes.

A Motion to approve the Delta Dental 2026 Premium Equivalent, was raised and forwarded to the Board for approval.

Motion – Julius Lawrence

Seconded – Anthony Davis

Carried Unanimously to the Board with a recommendation of approval.

CENTRO OF ONEIDA MEDICAL PLAN (ONEIDA/ROME UNION EMPLOYEES)

Ms. Musengo presented a Motion to approve the Centro of Oneida Medical Plan (Oneida Rome Union Employees). A copy of the Motion is attached to these Minutes.

A Motion to approve the Centro of Oneida Medical Plan (Oneida Rome Union Employees), was raised and forwarded to the Board for approval.

Motion – Anthony Davis

Seconded – Tina Fitzgerald

Carried Unanimously to the Board with a recommendation of approval.

2026 STOP LOSS RENEWAL

Ms. Musengo presented a Motion to approve the 2026 Stop Loss Renewal. A copy of the Motion is attached to these Minutes.

A Motion to approve the 2026 Stop Loss Renewal, was raised and forwarded to the Board for approval.

Motion – Anthony Davis

Seconded – Neil Burke

Carried Unanimously to the Board with a recommendation of approval.

BUILDING PEST CONTROL SERVICES

Mr. Smith presented a Resolution to authorize the contract award for Building Pest Control Services to CIMEX Pest Services. A copy of the Resolution is attached to these Minutes.

A Motion to authorize the contract award for Building Pest Control Services to CIMEX Pest Services, was raised and forwarded to the Board for approval.

Motion – Neil Burke

Seconded – Darlene Lattimore

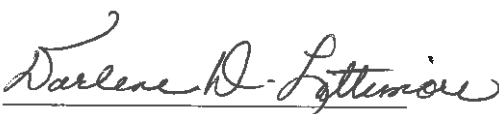
Carried Unanimously to the Board with a recommendation of approval.

ADJOURNED

There being no further business to come before the Committee, the Audit and Finance Committee Meeting was adjourned.


Chairman

ATTEST:


Secretary

**THE CENTRAL NEW YORK REGIONAL TRANSPORTATION AUTHORITY
GOVERNANCE COMMITTEE
200 CORTLAND AVENUE, SYRACUSE, NEW YORK
MINUTES OF THE NOVEMBER 21, 2025, GOVERNANCE COMMITTEE MEETING**

MEMBERS PRESENT:

NICHOLAS LAINO, Chairman
 ANTHONY DAVIS, Vice Chair
 DARLENE LATTIMORE, Secretary
 TINA FITZGERALD, Treasurer
 NEIL BURKE
 ROBERT CUCULICH
 JULIUS LAWRENCE
 HEATHER SNOW
 LOUELLA WILLIAMS
 FRANK SAYA, Non-Voting Member

STAFF PRESENT:

CHRISTOPHER TUFF, Chief Executive Officer
 STEVE KOEGEL, VP of Communication and Business Planning
 JACQUELYN MUSENGO, VP of Human Resources
 GEOFF HOFF, VP of Fleet and Facilities
 BRUCE FONG, VP of Information Technology
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 CHRISTOPHER KING, Procurement Manager
 TARA SPRAKER, Director of Capital Programs
 JASON SMITH, Sr Procurement Analyst
 SUZANN HENSLEY, Internal Control Manager
 JEANNINE JOHNSON, Executive Assistant
 BILLY GREENE, Desktop Support Specialist
 MATTHEW KAVANAGH, Desktop Support Specialist
 JIMMY HESTER, Bus Operator Syracuse

PUBLIC PRESENT:

BRAD HUNT, Legal Counsel
 BRENDA SPARA, Retired Bus Operator

CALL TO ORDER At 9:10 A.M. Chairman Laino called the meeting to order, noting that a quorum was present.

INTERNAL CONTROL REPORT

Secretary Lattimore called upon Ms. Suzann Hensley, Internal Control Manager to provide an update on the various Internal Control Program Activities.

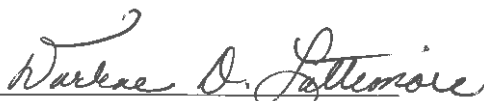
Ms. Hensley presented the CNYRTA Internal Control Manager Roadmap and Annual Mission Statement and Performance Measures Review, all of which are attached to these minutes. No action required.

ADJOURNED

There being no further business to come before the Committee, the Governance Committee Meeting was adjourned.


Chairman

ATTEST:


Secretary



TO: CNYRTA Board of Members
FROM: Christopher Tuff, Chief Executive Officer
RE: Monthly Summary Report – November 2025
DATE: November 12, 2025

Legislative Meetings

Over the past few weeks, Steve Koegel, Bren Daiss, and I have been meeting with our local legislators. We have met with Assemblymen Magnarelli and Stirpe, as well as Assemblywoman Hunter, to update them on the system redesign and emphasize the importance of continued transit funding to support the project. The current NYPTA ask is for a 15% increase in State Transit Operating Assistance (STOA), in line with the growth in State Transit investment over recent years. We have upcoming appointments scheduled in the coming weeks with other elected officials representing our service area.

New York Public Transit Association (NYPTA)

A group of staff and I attended the annual NYPTA Conference held in Saratoga from September 27th through September 29th. In attendance were Tara Spraker, Bob Boni, James Effinger, and Kayla Garcia, who completed their participation in the Public Transit Leadership Institute (PTLI) course offered through NYPTA. This is a yearlong course culminating in a presentation at the conference. The 2025-2026 PTLI course was launched at the conference and includes Paula Cutrone, Kahlil Franks, and Amber Miller. All participants did an outstanding job and represented Centro well.

I am pleased to announce that Syracuse will be the host location for the 2026 NYPTA Conference.

Reaching Productivity Milestones (RPM)

The past two weeks the team and I traveled to the outside properties to celebrate the employees for their years of service to the community and to announce our quarterly operator, maintenance, and administrative employee of the quarter.

Operator of the Quarter – Jerome Felton– Oneida – 23 year employee

Maintenance employee of the Quarter – Paul Freel – Syracuse – 22 year employee

Administrative employee of the Quarter – Ann Marie Brennan – Syracuse – 2 year employee

Various Meetings

Continued meetings to discuss the following items and move these projects forward. The topics include, but are not limited to, Capital Planning, Recruiting, RPM Program, NYPTA, SMTC, Arcadis (Transportation Consultants).

Audit and Finance Committee Agenda

Presented by Melissa Brim, Vice President of Finance
November 21, 2025

Board Actions Motions and Resolutions

MOTIONS:

UMR 2026 Premiums Equivalent – J. Musengo
Delta Dental 2026 Premium Equivalent – J. Musengo
Centro of Oneida Medical Plan (Oneida/Rome Union Employees) – J. Musengo
October 31, 2025, Statement of Revenues & Expenditures – M. Brim

RESOLUTIONS:

Building Pest Control Services – J. Smith

SUPPLEMENTAL INFORMATION:

Statement of Revenues and Expenditures by Company
Investment Report
Mortgage Recording Tax (MRT) Statement
Statement of Cash Flow
Procurement Summary
Capital Program and Capital Planning Summary

ITEMS REQUIRING FUTURE BOARD ACTION:

2026-27 Proposed Budget and Financial Plan
November 30, 2025, Statement of Revenue & Expenditures
2025-26 Third Quarter Financial Statements



STATEMENT OF REVENUES AND EXPENDITURES

Central New York Regional Transportation Authority
Consolidated Statement of Revenues and Expenditures
From 04/01/2025 through 10/31/2025
(In Whole Numbers)

	Actual	Budget	Budget Change	% Change to Budget	Prior Year Actual	CY to PY Change	% Change CY to PY
Operating Revenue							
Regular Line Passenger Revenue	2,816,263	2,665,560	150,703	5.7%	2,604,614	211,649	8.1%
Special Line Passenger Revenue	4,479,976	4,005,639	474,337	11.8%	3,867,913	612,062	15.8%
Advertising & Other Revenue	1,377,348	1,377,172	176	0.0%	1,370,634	6,714	0.5%
Total Operating Revenue	8,673,587	8,048,371	625,216	7.8%	7,843,161	830,426	10.6%
Operating Expenses							
Salaries & Wages	23,091,592	25,545,927	2,454,334	-9.6%	21,833,822	1,257,771	5.8%
Other Employee Benefits & Payroll Taxes	2,313,631	2,566,787	253,155	-9.9%	2,216,865	96,767	4.4%
Healthcare Benefits	7,941,596	9,146,735	1,205,149	-13.2%	7,901,900	39,687	0.5%
Workers Compensation	1,809,748	1,899,200	89,457	-4.7%	1,352,633	457,110	33.8%
Pension Benefits	2,404,930	2,977,917	572,987	-19.2%	2,920,828	(515,898)	-17.7%
Risk Management	4,901,642	2,597,697	(2,303,945)	88.7%	1,429,280	3,472,362	242.9%
Purchased Transportation	3,455,646	3,952,000	466,354	-11.8%	3,598,184	(102,538)	-2.8%
Materials & Supplies	3,757,600	2,891,587	133,957	-4.6%	2,808,872	(51,243)	-1.8%
Services	3,371,480	4,700,584	729,096	-15.5%	3,656,006	315,483	8.6%
Fuel	1,251,808	1,684,403	430,098	-25.5%	1,208,278	46,028	3.8%
Utilities	339,888	430,595	40,907	-9.5%	358,434	31,253	8.7%
Other Expenses	219,251	387,343	168,093	-43.4%	239,975	(20,725)	-8.6%
Total Operating Expenses	54,551,133	58,730,775	4,239,642	-7.2%	49,525,077	5,026,057	10.1%
Non-Operating Revenue							
Operating Assistance	41,810,882	44,727,900	(2,917,017)	-6.5%	40,595,985	1,214,898	3.0%
Mortgage Tax Revenue	6,244,302	4,780,000	1,464,308	30.6%	4,844,725	1,399,583	28.9%
Gain/Loss on Disposal of Capital	80,993	29,167	51,827	177.7%	22,276	58,718	263.6%
Investment Revenue	720,480	281,769	437,711	150.0%	926,778	(197,298)	-21.3%
Total Non-Operating Revenue	48,856,556	49,828,836	(963,172)	-1.9%	46,389,764	2,475,900	5.3%
Operating Income (Loss)	2,882,100	(913,568)	3,901,686	-427.1%	4,707,849	(1,719,731)	-36.5%
Capital Contributions							
Federal Grants	1,008,672	0	1,008,672	0.0%	9,287,962	(8,279,290)	-89.1%
State Grants	175,594	0	175,594	0.0%	6,358,484	(6,182,889)	-97.2%
Total Capital Contributions	1,184,266	0	1,184,266	0.0%	15,646,445	(14,462,179)	-92.4%
Non-Operating Expenses							
Depreciation Expense	8,304,124	0	(8,304,124)	0.0%	6,480,568	1,823,556	28.1%
Total Non-Operating Expenses	8,304,124	0	(8,304,124)	0.0%	6,480,568	1,823,556	28.1%
Change in Net Position	(4,131,740)	(913,568)	(3,218,172)	352.3%	13,873,726	(18,005,466)	-129.8%
Net Position - Beginning of Year	(125,571,232)	0	(125,571,232)	0.0%	(215,991,016)	90,419,784	-41.9%
Total Net Position - Beginning of Year	(125,571,232)	0	(125,571,232)	0.0%	(215,991,016)	90,419,784	-41.9%
Net Position - End of Year	(129,702,964)	(913,568)	(128,789,404)	14097.4%	(202,117,290)	72,414,326	-35.8%



STATEMENT OF REVENUE AND EXPENDITURES

After seven months ending October 31, 2025, the Authority reports a consolidated operating income of \$3 million, excluding capital contributions and non-operating expenses. This positive result reflects strong operating performance in the early part of the fiscal year.

Operating Revenues

Total operating revenues amount to \$8.7 million, representing a \$830 thousand (10.6%) increase compared to the same period in prior year. Revenues also exceeded budget projections by \$625 thousand (7.8%), driven by higher-than-anticipated service demand and revenue recovery efforts.

	Actual	Budget	Budget Change	% Change to Budget	Prior Year Actual	CY to PY Change	% Change CY to PY
Operating Revenue							
Passenger Revenues	7,296,239	6,671,199	625,040	9.4%	6,472,527	823,712	12.7%
Advertising & Other Revenue	1,377,348	1,377,172	176	0.0%	1,370,634	6,714	0.5%
Total Operating Revenue	8,673,587	8,048,371	625,216	7.8%	7,843,161	830,426	10.6%

Passenger revenues are 9.4% over budget expectations, and 12.7% over prior year.

Regular line passenger revenues are performing 5.7% above budget expectations and 8.1% higher than the same period last year. This positive trend is driven by stronger-than-expected farebox collections, pass sales, Mobility On Demand (MOVE) service revenues, and pass sales to Jobs Plus and OCDA services, all of which continue to show steady growth in utilization. Total ridership across both fixed-route and demand-response services has increased 6.5% year-over-year, highlighting the community's growing reliance on public transit as a convenient and affordable transportation option.

Special line passenger revenues are performing 12.8% above budget expectations and 15.8% higher than prior year. This strong performance is primarily the result of scheduled and unscheduled contract rate increases, expanded to SU Dome Event Service, and higher demand for contracted services. In addition, ridership during the Great New York State Fair exceeded projections and prior year levels. These outcomes highlight the value of community partnerships and seasonal services in diversifying revenue sources and strengthening overall financial performance.

Advertising and other revenues are performing in line with both budget expectations and prior year results. While not demonstrating the same growth as passenger revenues, these sources continue to provide a stable and predictable contribution to the Authority's overall revenue base. This consistency helps offset volatility in other areas and supports long-term financial planning and sustainability.

Operating Expenses

As of October 31, 2025, operating expenses total \$54.6 million, representing a \$5 million (10.1%) increase compared to prior year. Current year expense are performing \$4.2 million (7.2%) under the budgeted expectations.

	Actual	Budget	Budget Change	% Change to Budget	Prior Year Actual	CY to PY Change	% Change CY to PY
Operating Expenses							
Personnel Expenses	37,551,482	42,135,565	4,575,084	-10.9%	36,226,048	1,335,434	3.7%
Non-Personnel Expenses	16,989,651	16,654,209	(335,442)	2.0%	13,299,029	3,690,623	27.8%
Total Operating Expenses	54,551,133	58,790,775	4,239,642	-7.2%	49,525,077	5,026,057	10.1%



Personnel expenses are performing \$4.6 million (10.9%) below budget expectations and are \$1.3 million (3.7%) higher than the same period last year. All major personnel expense categories are under budget, reflecting favorable variances across wages, benefits, and related costs.

The personnel budget is developed based on full staffing for the entire fiscal year. Ongoing vacancies, most notably among bus operators and administrative staff, continue to be the primary driver of the favorable budget variance. While these vacancies help reduce short-term expenses, they also present operational challenges, including increased reliance on overtime and added pressure on existing staff to maintain service levels and meet deadlines.

On a year-over-year basis, most personnel-related costs have increased due to contractual wage adjustments and the normal growth of employee benefit expenses. However, pension expenses continue to trend below prior-year levels, reflecting lower actuarial and contribution requirements. Healthcare costs are currently in line with prior-year spending. Over the past several months, healthcare expenses have fluctuated, moving from below prior-year levels, to above, and now back in line. These shifts are largely driven by claims activity and timing, which are typical characteristics of a self-insured medical plan.

The favorable pension performance is largely the result of the most recent actuarial valuation and lower 401(a) plan costs, with a significant portion of May contributions funded through available forfeited funds. These factors have helped offset rising costs in other personnel-related areas and continue to support overall expense control and financial stability.

Non-personnel expenses are performing \$355 thousand (2%) below budget expectations but are \$3.7 million (27.8%) higher than the same period last year. All non-personnel expense categories are below budget, with the sole exception of Risk Management.

Compared to the prior year, most non-personnel expense categories are showing a mix of anticipated and unanticipated variances. As expected, many categories have increased year-over-year, with the exception of Purchased Transportation and Materials and Supplies. The most significant increase in expenses continues to be within Risk Management.

Risk Management expenses are currently more than 100% over budget and 88.7% higher than the prior year. This unfavorable variance is primarily driven by two factors: higher policy premiums and increased self-insurance claim costs under CNYRTA's Auto General Liability (AGL) policy. A substantial portion of these claim costs relate to incidents from prior years that are being settled or paid in the current fiscal period.

The combination of rising insurance premiums and legacy claim activity continues to place pressure on this category, making it the largest non-personnel cost variance year-to-date. Management is closely monitoring claim activity, evaluating reserve levels, and working with insurers to mitigate future premium increases. Additionally, efforts are underway to enhance safety programs, strengthen risk assessment practices, and reduce the frequency and severity of future claims.

Purchased Transportation expenses are currently 11.8% under budget expectations and in line with the prior year. Although contracted vendor rates and overall demand for Cali-A-Bus (CAB) services have increased, the implementation of the Via platform has improved scheduling efficiency. Furthermore, vendors have not needed to deploy supplemental "as-needed" runs as frequently, contributing to additional cost savings.

Materials/Supplies and Services expenses are under budget but remain above prior-year levels. Current variances are largely tied to planned expenditures for bus parts. The Authority continues to realize greater-than-anticipated savings in this area, primarily due to the delivery of the new bus fleet last year, which has reduced maintenance requirements and related expenses.



Non-Operating Revenues

Non-operating revenues total \$48.9 million, which is inline with budget expectations, and are reflecting a \$2.5 million (5.3%) increase over prior year.

	Actual	Budget	Budget Change	% Change to Budget	Prior Year Actual	CY to PY Change	% Change CY to PY
Non-Operating Revenue							
Operating Assistance	41,810,883	44,727,900	(2,917,017)	-6.5%	40,595,985	1,214,898	3.0%
Mortgage Tax Revenue	6,244,308	4,780,000	1,464,308	30.6%	4,844,725	1,399,583	28.9%
Gain/Loss on Disposal of Capital	80,993	29,157	51,827	177.7%	22,276	58,718	263.6%
Investment Revenue	728,481	791,769	(437,711)	150.0%	926,778	(197,298)	-21.3%
Total Non-Operating Revenue	48,865,664	49,828,836	(963,172)	-1.9%	46,389,764	2,475,900	5.3%

Operating assistance revenues are currently 6.5% below budget expectations, but 3% higher than the same period last year. This variance reflects the Authority's strategic approach to revenue recognition. While State Transit Operating Assistance (STOA) has increased, the Authority has intentionally conserved federal and state Preventive Maintenance (PM) funds, drawing on them only as necessary. The use of PM funds is evaluated monthly and strategically applied during periods of higher operating costs to help balance overall financial performance. This measured approach preserves financial flexibility and ensures resources remain available for future operating needs.

Mortgage tax revenues continue to perform exceptionally well, and are currently 30.6% above budget expectations and 28.9% higher than last year. This growth reflects continued strength in the real estate market. However, given the inherent volatility of this revenue source, the Authority will maintain a cautious outlook, closely monitoring market conditions and applying conservative planning practices to mitigate potential fluctuations.

Investment revenues are exceeding budget expectations by more than 100%, though they remain 21.3% below prior year levels. Current investment yields are averaging just under 4%, providing strong returns relative to budget assumptions. The Authority will continue to strategically invest idle cash to maximize earnings while maintaining sufficient liquidity to support both operational and capital funding requirements.



INVESTMENT REPORT

Central New York Regional Transportation Authority
Inventory of Existing Investments
As of 10/31/2025
(In Whole Numbers)

Cash Investments	Institution	Interest Rate	Amount	Total
Unrestricted – Operating Funds				
Commercial Savings – General Fund	W&T Bank	2.15%	\$9,753,029	
Commercial Savings – Farebox Collection	JP Morgan	1.52%	\$314,031	
				<u>\$10,067,060</u>
Board Designated - Funded Reserves				
Commercial Savings - Health Reserve	W&T Bank	2.15%	\$3,241,878	
Commercial Savings - Insurance Reserve	W&T Bank	2.15%	\$2,875	
Commercial Checking - Capital Reserve	JP Morgan	1.52%	\$841,730	
Commercial Checking - Paratransit Reserve	JP Morgan	1.52%	\$91,405	
				<u>\$4,177,888</u>
Total Cash Investment Values				<u>\$14,244,948</u>

Investments	Institution	Yield	Term	Market Value	Purchase Date	Maturity Date	Maturity Value
Operating Funds							
Treasury Bill - Operating Funds	JP Morgan	3.90%	2 mo.	\$5,071,806	09/22/2025	11/15/2025	\$5,080,000
Treasury Bill - Operating Funds	JP Morgan	3.60%	2 mo.	\$5,019,821	10/28/2025	12/23/2025	\$5,047,000
Board Designated - Funded Reserves							
Treasury Bill - Capital Reserve	JP Morgan	3.90%	2 mo.	\$3,055,429	10/08/2025	12/02/2025	\$3,065,000
Treasury Bill - Capital Reserve	JP Morgan	3.94%	2 mo.	\$2,023,403	09/15/2025	11/12/2025	\$2,025,000
Treasury Bill - Insurance Reserve	JP Morgan	3.69%	2 mo.	\$4,333,540	09/10/2025	11/04/2025	\$4,334,000
Treasury Bill - Paratransit Reserve	JP Morgan	3.64%	2 mo.	\$5,286,577	09/15/2025	11/12/2025	\$5,292,000
Total Investment Values				<u>\$24,790,577</u>			<u>\$24,843,000</u>



MORTGAGE RECORDING TAX STATEMENT

Actual Receipts YTDBudget Variance YTD

<u>FY-24</u>	<u>FY-25</u>	<u>FY-26</u>	<u>\$ vs PY</u>	<u>% vs PY</u>	<u>FY-26 Bud</u>	<u>\$</u>	<u>%</u>
4,709,080	4,839,364	5,244,308	1,404,944	29.0%	4,780,000	1,464,308	30.6%

	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>YTD</u>	<u>Budget</u>	<u>Actual Vs</u>	<u>YTD</u>
	<u>FY-24</u>	<u>FY-25</u>	<u>FY-26</u>	<u>vs PY</u>	<u>vs PY</u>	<u>FY 26</u>	<u>Budget</u>	<u>Variance</u>
April	761,875	537,226	590,885	28.6%	373.6%	545,000	26.8%	26.8%
May	557,104	522,405	384,530	42.1%	266.0%	600,000	47.4%	37.6%
June	521,109	513,579	571,182	37.4%	227.9%	625,000	55.4%	43.9%
July	651,504	298,691	631,746	17.5%	241.1%	760,000	35.9%	41.5%
August	736,344	725,481	751,000			750,000		
September	645,528	568,481	557,537			725,000		
October	787,817		555,000			775,000		
November	515,550	720,214				760,000		
December	640,244	754,873				660,000		
January	745,817	750,000				630,000		
February	547,436	750,000				625,000		
March	425,399	750,000				635,000		
Totals	7,683,275	8,210,711	5,244,308			8,090,000		

<u>County Receipts - October</u>	<u>FY-25</u>	<u>FY-26</u>	<u>\$</u>	<u>%</u>
Onondaga	500,000	583,854	(83,854)	-14%
Oswego	72,500	55,593	(27,593)	-28%
Cayuga	228,704	46,901	181,804	388%
Cortland	95,811	-	95,811	
Oneida	135,000	149,421	(14,421)	-10%
Total	975,015	835,769	139,246	0.11



STATEMENT OF CASH FLOW

Central New York Regional Transportation Authority
Statement of Cash Flow
As of 10/31/2025
(in Whole Numbers)

Cash Flows From Operating Activities:

Operating Receipts from Fares, Contract Bill & Misc Items	\$ 1,654,439
Mortgage Tax Receipts	988,700
Payments to Vendors & Bank Fees	(3,661,272)
Payments for Employee Benefits	(948,287)
Payments of Payroll Related Wages & Liabilities	(3,913,294)
Net Cash Provided by (Utilized in) Operating Activities	\$ (5,879,713)

Cash Flows From Capital Activities:

Federal & State Grants Proceeds for Capital Additions	1,457,957
Purchases of Capital Assets	(201,510)
Net Cash Provided by (Utilized in) Capital Activities	\$ 1,256,448

Net Change in Cash from Operating & Capital Activities

\$ (4,623,266)

General Fund Cash Balances - Beginning of Period

\$ 17,017,547

General Fund Cash Balances - End of Period*

\$ 12,394,282

Reserve Funds:

Insurance Reserve	2,875
Health Insurance Reserve	3,241,878
Capital Reserve Fund	841,730
Paratransit Reserve	91,405
Invested Reserve Funds	24,790,577
Reserve Funds Total	\$ 28,968,464

Total Cash All Sources - End of Period:

\$ 41,362,746

*General Fund Cash Includes General Disbursing and Money Market Accounts Only



PROCUREMENT

Active Procurements

The following open contracts actively moving through the process:

- Real Time Signage
- Bus Shelter and Parking Lot Janitorial Services
- Public Relations
- Term Design and Engineering
- Building Pest Control Services
- HVAC Inspection & Repair Services
- Shelter Truck Purchase
- Trench Drain Repairs
- Endpoint Security
- Retiree Drug Subsidiary Reasoning Services
- Overhead Door Maintenance
- Cooling Tower Replacement

Future Procurements

Items requiring future board action:

Within 2 months:

- Real Time Signage
- Bus Shelter and Parking Lot Janitorial Services
- Public Relations

Within 6 months:

- Term Design and Engineering
- HVAC Inspection & Repair Services
- Shelter Truck Purchase
- Trench Drain Repairs
- Endpoint Security
- Retiree Drug Subsidiary Reasoning Services
- Overhead Door Maintenance
- Cooling Tower Replacement

Revenue Service Contracts

Lease Revenue Contracts

RTC Unoccupied Space Agreement (Previously Dunkin Donuts)

Lease Agreements



CAPITAL PROGRAMS AND CAPITAL PLANNING

Capital Program

Federal Grant Funding

Pending Applications

Low or No Emission Grant Program and the Grants for Buses and Bus Facilities Competitive Program: FTA's FY2025 solicitation for projects to be funded through Section 5339(c) are underway. Applications are under review.

Awarded Applications

NA.

State Grant Funding

Pending Applications

Supplemental Funds for the Innovative Mobility Initiative: \$9.1 million of state-dedicated funds from the federal Carbon Reduction Program (CRP) for *capital expenditures* to support innovative On-Demand transit services. Plans are under review.

Awarded Applications

Section 5311 Grant Program Applications: New York State's 2024-2025 solicitation for projects funded through FTA Section 5311 Formula Grants for Rural Areas was awarded on October 10, 2025 totaling \$7,996,318 (\$4,895,159 federal/\$299,000 NYS/ \$2,802,159 local share). The grant agreement is currently in development.

Zero-Emission Transit Transition Program (ZETT) administered by New York State DOT, \$19,444,444 (\$17.5 million NYSDOT 90%/\$1,944,444 million local share 10%) was awarded on October 14, 2025. The grant agreement is currently in development.

Capital Planning

The Central New York Regional Transportation Authority's (CNYRTA) Capital Planning Committee continues to meet regularly to assess the Authority's capital needs and to guide both short- and long-term investments in alignment with the Capital Improvement Plan (CIP). The Committee's work ensures that capital resources are prioritized effectively, addressing immediate operational requirements while also supporting the Authority's long-range strategic goals.

Key projects currently in the execution phase include:

- Bus Rapid Transit (BRT) Planning
- Compressed Natural Gas (CNG) Electrical Service
- CNG Facility Upgrades
- Oneida Facility Consolidation Planning
- Various Building Improvements and Technology

The Authority remains focused on leveraging available funding to advance these initiatives while positioning CNYRTA to meet the mobility and infrastructure needs of the community well into the future.



MOTIONS

Centro Medical Plan Renewal Premiums November 21, 2025

UMR 2026 Premium Equivalent

OneGroup has completed the calculation of the 2026 UMR medical plan premium equivalent rates. The 2025 rates were developed conservatively due to instability in Centro's claims experience over the past several years. Current data indicates that Centro's claims experience has been growing steadily, along with an increase in participation.

Due to an increase in claim costs, enrollment, and prescription drug expenses, the premium rates required to cover projected costs will need to rise. Therefore, it is recommended that the **2026 premium equivalent rates increase by 2% over the 2025 rates.**

PPO 25/40 Coverage	UMR 2025 Monthly Premium	UMR 2026 Monthly Premium	Employee 2025 Weekly Contribution	Employee 2026 Weekly Contribution	Employee Weekly Increase
Single	\$ 1,101.12	\$ 1,123.14	\$ 38.11	\$ 38.88	\$ 0.77
Double	\$ 2,140.18	\$ 2,182.98	\$ 74.08	\$ 75.56	\$ 1.48
Family	\$ 3,075.33	\$ 3,136.84	\$ 106.45	\$ 108.58	\$ 2.13

Union PPO 20/35 Coverage	UMR 2025 Monthly Premium	UMR 2026 Monthly Premium	Employee 2025 Weekly Contribution	Employee 2026 Weekly Contribution	Employee Weekly Increase
Single	\$ 1,130.50	\$ 1,153.11	\$ 39.13	\$ 39.92	\$ 0.79
Double	\$ 2,197.30	\$ 2,241.25	\$ 76.06	\$ 77.58	\$ 1.52
Family	\$ 3,157.32	\$ 3,220.40	\$ 109.29	\$ 111.48	\$ 2.19



MOTIONS

Centro Medical Plan Renewal Premiums November 21, 2025

Delta Dental 2026 Premium Equivalent

OneGroup has completed the calculation of the 2026 Delta Dental plan premium equivalent rates. Based on current projections, Centro's claims experience for 2025 is approximately **12.2% higher** than expected.

To align premium funding with projected claims and maintain plan sustainability, it is recommended that the **2026 Delta Dental premium equivalent rates be increased by 12.2%.**

Coverage	Delta Dental 2025 Monthly Premium	Delta Dental 2026 Monthly Premium
Single	\$ 58.70	\$ 65.87
Double	\$ 113.42	\$ 127.27
Family	\$ 162.68	\$ 182.55



MOTIONS

Centro Medical Plan Renewal Premiums November 21, 2025

Centro of Oneida 2026 Medical Plan (Oneida/Rome Union Employees):

Centro of Oneida's current Excellus medical plan is a group-rated plan. The proposed 2026 Excellus block-rated medical premiums for represented employees in Utica and Rome will be presented at the upcoming board meeting.

OneGroup is in the process of reviewing the quotes and finalizing the premium assessments and projections. The finalized information will be presented at the board meeting.



Christopher Tuff
Chief Executive Officer

Governance Committee Agenda

Presented by Suzann Hensley, Internal Control Manager
November 21, 2025

Board Actions, Motions and Resolutions

MOTIONS & RESOLUTIONS:

None

SUPPLEMENTAL INFORMATION:

CNYRTA Internal Control Manager Roadmap
Annual Mission Statement and Performance Measures Review

UPCOMING ITEMS:

Strategic Plan Update

Governance Report

TO: Christopher Tuff, Chief Executive Officer, and CNYRTA Board of Members
FROM: Suzann Hensley – Internal Control Manager
RE: November Governance Report
DATE: November 12, 2025

CNYRTA INTERNAL CONTROL MANAGER ROADMAP

Since assuming the Internal Control Manager role in May, the primary focus has been familiarization with operations and the authority's legislated purpose, assessing the current control environment, identifying key risks and establishing a roadmap to strengthen governance and compliance. Priority goals include enhancing the CNYRTA internal control framework to support effective and efficient business activities, ensuring compliance and aligning risk management initiatives with the authority's mission, vision and values.

To date, two noteworthy strengths have been identified. First, there appears to be overall commitment to integrity, ethical values and compliance. To help reinforce the tone from the top, a CEO Message on Internal Controls was recently drafted and distributed to all employees. A copy of the message is included with this report. Second, the robust Reaching Productivity Milestones (RPM) program is based on employee recognition efforts designed to reinforce and reward behaviors that promote core values and boost morale and motivation.

Based on initial observations, the CNYRTA has a foundational internal control structure that is aligned with Committee of Sponsoring Organizations (COSO) principles and supports authority objectives. However, several gaps have been identified. Formal documentation and ongoing monitoring are inconsistent across departments. Some formal policies and procedures exist but lack consistent reviews, updates, version controls and retention guidance. Remaining policies, procedures and authoritative guidance should be formally documented to set expectations, reduce confusion and increase efficiency. Control testing is currently ad hoc rather than systematic and not all assessable units are formally identified or routinely reviewed. Monitoring activities rely heavily on manual processes that are slow, resource-intensive and error-prone. Opportunities to leverage technology should be explored to significantly improve efficiency and reduce risk exposure. In general, formal risk assessment processes and periodic control evaluations could be improved.

Below are actions taken to date to address gaps identified.

- Opportunities to bolster board members and key staff training have been identified and after review of New York State Authorities Budget Office (ABO) policy guidance and best practices.
- An authoritative document review cycle was developed to conduct a systematic review of all currently published policies and procedures and complete necessary content and format updates by the end of calendar year 2026.

- A Trapeze Working Group was established to increase automated monitoring and reporting, standardize the technology's use across departments and properties and explore additional functionality that could improve efficiency and accuracy.
- An audit of New Employee Onboarding was completed with no notable findings.
- A formal audit of the CNYRTA website was initiated to ensure the authority's compliance with accountability and transparency laws that require information about operations and finances to be available to the public online.

Next steps currently include:

- Conducting a formal risk assessment and develop a structured evaluation calendar for all departments.
- Reviewing and enhancing the previously proposed record retention schedule.
- Exploring additional opportunities to incorporate tools that provide automated control monitoring and reporting.
- Enhancing risk assessment integration during strategic planning and operational reviews.
- Publishing articles on internal control topics in the Communications & Marketing Team's quarterly newsletter.

Initial assessment confirms that CNYRTA has a solid foundation for internal controls, supported by a culture of integrity and employee engagement. Additional opportunities exist to strengthen governance through consistent documentation, systematic monitoring and enhanced risk management practices. By implementing the outlined next steps and leveraging technology, the authority would be better positioned to ensure compliance, improve operational efficiency and safeguard resources. Continued collaboration across departments and leadership support will be critical to achieving these objectives and sustaining a robust internal control environment.

ANNUAL MISSION STATEMENT AND PERFORMANCE MEASURES REVIEW

New York State Public Authorities Law §2824-a requires all state and local public authorities to adopt both a mission statement in line with their legislated purpose and goals or performance measures designed to evaluate how well the authority is achieving its mission. The mission statement and annual performance report must be published on the authority's public-facing website, and the report must be submitted to the Public Authorities Reporting & Information System (PARIS) annually.

The CNYRTA Board of Members is also required to annually review the mission statement and performance results to ensure that the mission remains relevant and the performance goals continue to support the mission. Performance goals should be revised as necessary. The annual CNYRTA Performance Measures Report was presented and approved during the June 20, 2025, Governance Committee and Board Meetings. That report included the current CNYRTA purpose and mission statement and an assessment of the performance measurements of ridership, service efficiency, and operating performance. Therefore, the annual review requirement is considered met for FY 2025.

STRATEGIC PLANNING UPDATE

Meetings will begin soon to update the City of STA Strategic Plan. This process involves several activities, including assessing organizational strategies, prioritizing goals and initiatives, and defining milestones, targets, and performance measures. The current goal is to complete the plan by April 2026, and updates will be provided.