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LANTA Board of Directors Meeting Minutes
May 10, 2022
LANTA Administrative Offices, Allentown, PA

Members Attending: Kim Schaffer – Chair of the Authority; Matt Malozi – Vice Chair of the Authority; Fred Williams – Treasurer of the Authority; Cordelia Miller; Iris Linares; and Sheila Alvarado.

Members Attending via Webinar/Teleconference: Mike Lichtenberger; and Amy Beck.

Members Absent: Becky Bradley; Holly Edinger; and Jennifer Ramos.

Staff/Contractors Attending: O. O'Neil, B. Cotter, N. Ozoa, R. Flyte, A. Yacko, J. Ozoa, T. Williams, AJ. Jordan, M. Wood, and J. Polster-Abel – LANTA Staff; K. Herman – Solicitor.

Public Attending: None.

Public Attending via Webinar/Teleconference: Sara Cassi.

1. Call to Order

The meeting was called to order at 12:01 p.m. by Kim Schaffer, Chair of the Authority.

2. Public Comment

No comments were provided during Public Comment.

3. Approval of the Minutes

The minutes of the April 5, 2022 Board of Directors meeting were approved on a motion made by Ms. Miller and seconded by Ms. Alvarado.

4. Report of the Chair

As part of the Report of the Chair, Ms. Schaffer presented the proposed schedule for LANTA Board and Committee meetings for July through December of 2022. The proposed schedule is attached.

On a motion made by Mr. Malozi and seconded by Ms. Linares, the Board voted to approve the Board and Committee meeting schedule for July through December 2022 as presented.

Ms. Schaffer noted that LANTA is planning a 50th anniversary luncheon event on Monday August 1. This does not appear on the meeting schedule and will not be a meeting of the Board.

Ms. Schaffer also reported that herself, Ms. Miller, Ms. Edinger, and Ms. Ramos will be serving as the fiscal year 2023 Board Officers Nominating Committee. The nominating committee will report back their nominated slate of officers at the June Board meeting. This slate, as well as any nominations from the floor, will then be considered at the Board meeting on July 12.

Ms. Schaffer then concluded the Report of the Chair.

5. Report of the Committees

A. <u>Finance & Administration Committee</u> – Mr. Williams reported that the Finance & Administration Committee met in Executive Session on Thursday April 28 through an online format. The agenda included private personnel matters. Actions taken by the Committee in the Executive Session were detailed in minutes sent to all Board members prior to the Board meeting. Board action is required to approve the actions recommended by the Committee in the April 28 Executive Session.

On a motion made by Mr. Williams and seconded by Mr. Malozi, the Board voted to approve the actions recommended by the Committee in the April 28 Executive Session.

Mr. Williams reported that the Finance & Administration Committee also met in open session on Tuesday May 3. As part of the agenda, staff presented the financial statements for the LANtaBus, LANtaVan, and Carbon Transit operating divisions for March 2022, subject to audit, which are attached. The meeting included a detailed presentation and discussion of the financial statements.

On a motion made by Mr. Williams and seconded by Mr. Lichtenberger, the Board voted to approve the LANtaBus, LANtaVan, and Carbon Transit financial statements for March 2022, subject to audit.

Under procurements, staff presented updates on currently active Requests for Proposals (RFP's) including auditing services and diesel fuel provision services.

In addition, staff presented a proposed letter of support from the Board of Directors indicating support for the submission of a grant to the Federal Transit Administration's Bus & Bus Facilities Competitive Grant Program. The proposed letter is attached. The grant would seek funding for up to thirteen (13) buses for the purposes of LANtaBus fleet expansion. The fleet expansion would allow for the improvement of service frequencies on key routes and allow for the continued implementation of the Enhanced Bus Service plan.

On a motion made by Mr. Williams and seconded by Ms. Miller, the Board voted to authorize staff to submit the grant application as described and to authorize a Board officer to sign the letter of support as presented.

Staff also presented the draft PennDOT Operations Grant Local Match Resolution. The resolution identifies the amount required to match the annual operating assistance grant from PennDOT and certify that LANTA will collect that amount and use that funding as the local match to the operating grant. The resolution is attached.

On a motion made by Mr. Williams and seconded by Ms. Alvarado, the Board voted to authorize a Board officer to sign the resolution as presented and to authorize staff to submit the resolution as part of the annual operating assistance grant application.

In addition, the Pension Committee met on Tuesday May 3. The agenda included status reports from the investment manager, Marquette Associates, and the actuary firm, Foster and Foster. A summary of the presentation from Foster and Foster is attached. Copies of the investment performance reports were provided to all Board members and are available upon request.

As part of the presentation, the investment manager presented information regarding Opportunistic Credit investment to act as a diversification strategy for the investment portfolio based on the results of the Asset-Liability Study conducted by Marquette

Associates. After a detailed discussion, the Committee reached consensus that the proposed strategy would be beneficial to the plan portfolios. The proposed strategy would require a change in the investment benchmarks identified in the Investment Policy Statement (IPS).

On a motion made by Mr. Williams and seconded by Ms. Linares, the Board voted to approve a modification to the Investment Policy Statement to change the benchmark for Government Credit Index to the Aggregate Index to facilitate the diversification strategy.

Mr. Williams then concluded his report.

B. <u>LANtaBus Rider Experience & Planning Committee</u> – Mr. Malozi, Chair of the LANtaBus Rider Experience & Planning Committee, reported that the Committee met on Tuesday May 10 prior to the Board meeting.

The agenda included a review of the LANtaBus Rider Experience Dashboard Report for the period of January through March 2022. The report is attached. The Dashboard shows that ridership is up slightly from the previous fiscal year but still below pre-COVID levels. Fiscal year to date, ridership is up approximately less than one percent compared to the same point in the previous fiscal year. In addition, revenue and productivity performance continue to be impacted by the pandemic. Safety and rider comfort metrics are better than benchmark.

The agenda also included updates on service planning initiatives, marketing and outreach activities, as well as progress on bus stop infrastructure installation.

Lastly, staff presented proposed required changes to LANTA's Drug and Alcohol Policy for Board approval. The changes are listed in the summary memo which is attached. A required certification page is also attached.

On a motion made by Mr. Malozi and seconded by Ms. Alvarado, the Board voted to approve the updates as presented and authorize a Board officer to sign the certification page.

C. <u>Capital Asset Management Committee</u> – Mr. O'Neil reported that the Capital Asset Management Committee did not meet in May and that the next meeting of the Committee is scheduled for Tuesday June 7.

D.	<u>LANtaVan &</u>	Accessibil	ity Cor	nmit	<u>tee</u> – Ms. N	∕Iilleı	r, Ch	air of	the	LANta	aVan	& Ac	cessi	bility
	Committee,	reported	that t	the C	Committee	did	not	meet	in	May	and	that	the	next
	meeting of t	he Commi	ttee is	sche	duled for T	uesd	ay Ju	ıne 14						

6. Other Items

None

7. Adjournment

The meeting was adjourned at 12:15 p.m.

Respectfully Submitted

6/14/2022

Becky Bradley

Date

Secretary

ANta

Lehigh and Northampton Transportation Authority

LANTA Board Meeting Agenda May 10, 2022

- 1. Call to Order
- 2. Public Comment
- 3. Approval of the Minutes April 5, 2022 Board Meeting
- 4. Report of the Chair
 - A. Approval of Board and Committee Meeting Schedule July-December 2022
 - B. Appointment of Board Officers Nominating Committee
- 5. Report of Committees
 - A. Finance & Administration Fred Williams
 - i. Items for consideration of approval:
 - a. Financial Statements March 2022
 - b. Authorization for Submittal of Competitive Grant Application
 - c. Modifications to Pension Fund Investment Policy Statement
 - B. LANtaBus Rider Experience & Planning Committee Matt Malozi
 - i. Items for consideration of approval:
 - a. LANTA Drug & Alcohol Policy Updates
 - C. Capital Asset Management Becky Bradley
 - D. LANtaVan & Accessibility Committee Cordelia Miller
- 6. Other Items
- A. None7. Adjournment

LANTA Board of Directors and Committee Meeting Schedule July 2022 - December 2022

Jul	12	Board	LANTA	11:30 a.m.
Jui	12	Board	LANTA	11.50 d.m.
Aug	9	Finance & Administration	LANTA	12:00 noon
	9	Pension Committee	LANTA	12:45 p.m.
	16	LANtaBus Rider Experience & Planning	LANTA	11:00 a.m.
	16	Board	LANTA	12:00 noon
Sep	6	Capital Asset Management	LANTA	11:00 a.m.
		Finance & Administration	LANTA	12:00 noon
	13	LANtaVan & Accessibility	LANTA	11:00 a.m.
	13	Board	LANTA	12:00 noon
Oct	4	Finance & Administration	LANTA	11:00 a.m.
	4	Board	LANTA	12:00 noon
Nov	1	Finance & Administration	LANTA	12:00 noon
	1	Pension Committee	LANTA	12:45 p.m.
	8	LANtaBus Rider Experience & Planning	LANTA	11:00 a.m.
	8	Board	LANTA	12:00 noon
Dec	+	Capital Asset Management	LANTA	11:00 a.m.
		Finance & Administration	LANTA	12:00 noon
	+	LANtaVan & Accessibility	LANTA	11:00 a.m.
	13	Board	LANTA	12:00 noon

Lehigh and Northampton Transportation Authority



LANTA Finance & Administration Committee Agenda May 3, 2022

- 1. Call to Order
- 2. Public Comment
- 3. Review and Recommendation Financial Statements March 2022, subject to audit
- 4. Procurements
 - A. Status Update Auditing Services RFP
 - B. Status update Diesel Fuel Provision Services RFQ
- 5. Actions
 - A. FTA Bus & Bus Facilities Competitive Grants Submittal Authorization
 - B. PennDOT Operations Grant Local Match Resolution
- 6. Other Items
 - A. Update Paratransit Operations Contract Finalization
- 7. Adjournment

Lehigh and Northampton Transportation Authority

TO:

Owen O'Neil, Executive Director and Authority Members

FROM:

Nicole L. Ozoa, Director of Finance

DATE:

April 29, 2022

SUBJECT:

Unaudited March 2022 Financial Statement

Attached for your review are the unaudited financial statements for the period ended March 31, 2022 for LANtaBus, LANtaVan and Carbon Transit.

Items of Interest:

- LANTA's portion of the Line of Credit Balance as of April 29, 2022 stands at \$0 of an available \$6,000,000. The balance in the combined LANTA general checking account stands at \$5K. State ACT 89 funds due to LANTA for FY 21/22 are current. The balance in the ACT 44 checking account stands at \$19,734,960. The account is currently underfunded by approximately \$936K. In addition, approximately \$3.2M are either currently owed to LANTA from State Funds or can now be drawn down from Federal Grants:
 - State Shared Ride/PWD \$183,146 (THRU 4/29/2022)
 - Lehigh County MATP \$354,020 (THRU 4/29/2022)
 - Northampton County MATP \$317,589 (THRU 4/29/2022)
 - Federal Capital/Ops Funding \$936,217 (THRU 4/29/2022)
 - State Capital Funding \$1,431,560 (THRU 4/29/2022)
- The balance in the Carbon's general checking account stands at approximately \$12K. The balance in the Carbon's Act 44 checking account stands at \$26,751. The account is currently underfunded by approximately \$57K. Carbon's portion of the Line of Credit balance stands at \$96,498. State ACT 89 funds due to Carbon for FY 21/22 are approximately \$22K. In addition, approximately \$88K are currently owed to CT from the following sources:
 - State Shared Ride/PWD \$47,741 (THRU 4/29/2022)
 - o Carbon County MATP \$312,493 (THRU 4/29/2022)
- Fulton Financial ACT 72 Letter for period ended 3/31/2022 has been received and all bank accounts are in compliance.
- FY22 PennDot COA Applications for both LANTA and Carbon have been submitted.

Page 2 Unaudited March 2022 Financial Statement

LANTA's Health Insurance expense is currently the single largest expense outside of salary and wages. MTD & YTD Health Insurance expense:

	MTD Actual	Fiscal YTD Actual	Fiscal YTD Budget
Net Health Insurance	\$624,997	\$4,016,401	\$3,631,904

The current health insurance participation census stands at 84 Employee Only; 74 Employee Plus 1; 38 Employee Plus 2; 26 Employee Plus 3 and 27 Employee Plus 4 or more.

LANtaVan Accounts Rece	iva	ble Aged	In	voice Rep	or	t - Marc	h 3	31, 2022			
**************************************		Total		Current	1	30 Days	(60 Days	9	90 Days	120 Days +
Lehigh County MATP	\$	354,020	\$	285,160	\$	14,741	\$	2,801	\$	11,337	\$ 39,982
Northampton County MATP	\$	317,589	\$	281,304	\$	(12,016)	\$	(7,437)	\$	(22,173)	\$ 77,912
Other(PaDOT Shared Ride;PwD)	\$	499,030	\$	364,570	\$	235	\$	25,558	\$	10,392	\$ 98,275
Total AR March 31, 2022	\$	1,170,639	\$	931,034	\$	2,959	\$	20,922	\$	(444)	\$ 216,168
a a a a		100%		79.53%		0.25%		1.79%		-0.04%	18.47%
Total AR January 31, 2022	\$	953,470	\$	592,234	\$	124,590	\$	20,922	\$	(444)	\$ 216,168
	F	100%		62.11%		13.07%		2.19%		-0.05%	22.67%
AR Change	\$	217,169	\$	338,800	\$	(121,631)	\$	(0)	\$	(0)	\$ (0)
		22.78%		57.21%		-97.62%		0.00%		0.02%	0.00%

22 V				March 3								
	,	9		_								
	(Automotive Control	Total		Current	3	0 Days	6	0 Days	90	Days	12	0 Days +
LANtaBus	_\$_	708,998	\$	626,103	\$	80,521	\$	477	\$	1 =	\$	1,896
LANtaVan	\$	753,006	\$	739,946	\$	7,349	\$	2,230	\$	318	\$	3,162
CCCT	\$	572,783	Ś	85,929	\$	94,214	\$	95,048	\$ 1	13,182	\$	184,410

Please Note: LANtaVan 120 Days+ 120 Days+ Balance is comprised of MATP reimbursements for Passthrough Contracts.

LANtaBus

Year-to-date revenues for the fixed route division totals \$1,328,306. This represents a 25.98 percent decrease from the budget projection of \$1,794,511. Fare collection revenue is currently running below budget projections by approximately \$395K, a 31.23 percent decrease from the current budget projection of \$1,265,014. The Special Transit Fares section, which includes those revenues generated from LANTA's Route Service Agreements, continues below the anticipated budget amount by approximately \$87K. Advertising Revenue will continue to run above the current year budget projection amount by approximately \$28K. This is due to the additional revenue of \$24,185 earned above the guaranteed annual contract amount for calendar year end 2021 and an increase to the monthly guaranteed amount beginning in January 2022. Please remember that advertising revenue is only budgeted at the guaranteed contract amount to maintain a conservative approach to revenue recognition.

Year-to-date expenses for the fixed route division totals \$25,840,791. This represents a 0.96 percent decrease from the current year budget projection of \$26,092,567. For the current fiscal year period, Fuel, Purchased Transportation, Utilities and Interest are the top expense variables contributing to the largest budget variances. These categories, as well as all variables, continue to be monitored with further investigation occurring as required. The first area to be examined in detail is the area of Interest Expense. Interest expense is currently running approximately \$9K below budget. This is a direct result of the increase in Act 44 reserves, which has enabled the Authority to maintain operations without relying on its Line of Credit. The Purchased Transportation expense, which includes the total operating expenses of the ADA program, is also running below budget projections, by 25.03 percent, and is due to the lingering effects of the COVID Pandemic on ridership. Current year Utilities expense is running approximately \$121K above budget. While there has been an increase in heating and internet costs, majority of the variance can be attributed to a too conservative approach for the current year budget projection. Lastly, Fuel expense is also running approximately \$198K above budget. This variance is a result of the increase in fuel costs for all non-revenue and revenue vehicles. While LANTA has normally locked in a diesel fuel purchase price, for this current fiscal year LANTA had opted not to lock in a diesel fuel purchase price. LANTA's Health Insurance expense is currently running approximately \$385K above budget, this represents a 10.59 percent increase from the current year budget projection of \$3,631,904. This variance is attributed to the increase in claims processed through the end of March 2022. LANTA expects this trend to continue through the end of the fiscal year.

Year-to-date deficit recorded on the fixed route division totals \$24,512,485. This represents a 0.88 percent decrease from the current budget projection. Current total subsidies equal the deficit and include the following sources:

Federal Subsidy – ARPA - \$10,222,285 Federal Subsidy – All Other - \$4,087,302 State Subsidy - \$9,354,014 Local Subsidy - \$848,885

LANtaVan

Year-to-date revenues for LANtaVan total \$5,426,796. This represents a 33.22 percent decrease from the current year budget projection of \$8,126,766. MATP YTD revenue of \$1.9M has been recorded based on actual costs and is currently showing a 7.08 percent decrease from YTD budget projections of \$2,058,192. ADA revenue has been recorded based on the actual costs of the ADA program and is showing a 45.20 percent decrease from YTD budget projections of \$2,554,326.

Year-to-date expenses for LANtaVan total \$6,124,068. This represents a 23.33 percent decrease from the current year budget projection of \$7,987,084. The main deviation of approximately \$1.6M pertains to the Purchased Transportation area and relates to the proper recognition of fuel expense for Carbon Transit and decreased trip levels. With the adoption of the Mutual Cooperation Agreement (MCA) effective January 1, 2022, between LANTA and Carbon; Carbon can now incur labor and fringe expenses. The total labor and fringe expenses incurred for Carbon Transit Paratransit Services since January 1, 2022, through March 31, 2022, total \$26,133. An entry was made to reclass that amount from LANtaVan to Carbon Transit for proper recognition of expense. The Rent expense line item is running approximately \$59K below budget. This is due to the current year budget projection which anticipated making lease payments on the new paratransit facility as of March 1, 2022. It is now expected that lease payments will begin May 1, 2022. The remaining expense variances continue to be monitored and investigated as warranted.

Year-to-date deficit recorded on LANtaVan totals \$697,272. Current total subsidies include the following sources:

State Subsidy - \$697,272

Carbon Transit

Year-to-date revenues for Carbon Transit totals \$669,156. This represents a 21.29 percent increase above the current year-to-date budget projections of \$551,686. Currently, MATP revenue is approximately \$82K above current year budget projections. Shared Ride Lottery and PWD trips and revenue continue the trend of greater than budgeted amounts by \$27K, collectively.

Year-to-date expenses for Carbon Transit totals \$1,082,682. This represents a 22.33 percent increase above the current budget projection of \$885,039. The main deviation of approximately \$199K pertains to the Purchased Transportation area and relates to the proper recognition of fuel expense for Carbon Transit. Services are approximately \$30K less than budgeted projections due to the elimination of the previous management contract. With the adoption of the Mutual Cooperation Agreement (MCA) effective January 1, Carbon will now incur labor and fringe expenses. The total labor and fringe incurred since January 1, 2022, through March 31, 2022, total \$32,597. All other variances are smaller in individual value but continue to be monitored and analyzed to ensure correct coding and valid expense.

Year-to-date deficit recorded on Carbon Transit totals \$413,526. Current total subsidies equal \$413,526 and include the following sources:

Federal Subsidy - \$34,975 State Subsidy - \$347,177 Local Subsidy - \$31,374

For the Period Ending March 31, 2022 Income Statement Summary LANtaBus

						ATA OTA	
			Fiscal Year 2022	7.		YID Budget Variance	variance
	PTD	۵	AT.	0	Annual	Favorable (Unfavorable)	favorable)
	Actual	Budget	Actual	Budget	Budget	Amount	Percent
Revenue							
Passenger Fares	99,473	154,988	870,005	1,265,014	1,700,000	(392,009)	-31.23%
Special Transit Fares	ř	52,500	70,097	157,500	210,000	(87,403)	-55.49%
Auxiliary Transportation Revenue	35,417	33,333	328,349	299,997	400,000	28,352	9.45%
NonTransportation Revenue	3,252	8,000	59,854	72,000	96,000	(12,146)	-16.87%
Total Revenue	138,142	248,821	1,328,306	1,794,511	2,406,000	(466,205)	-25.98%
Expenses							
Labor	1,253,762	1,225,920	10,758,406	10,195,306	13,758,775	(563,100)	-5.52%
Fringe Benefits	910,794	987,343	8,833,341	9,181,410	11,865,348	348,069	3.79%
Total Labor and Fringe Benefits	2,164,557	2,213,263	19,591,748	19,376,716	25,624,123	(215,032)	-1.11%
Services	182,356	191,601	1,392,272	1,449,870	1,943,785	27,598	3.97%
Fuel	137,836	89,731	1,039,513	841,391	1,120,326	(198,122)	-23.55%
Tires & Tubes	8,575	7,086	85,579	85,033	112,500	(546)	-0.64%
Materials & Supplies	(25,867)	135,674	826,950	938,397	1,158,317	111,447	11.88%
Utilities	67,021	56,093	589,028	468,396	647,400	(120,632)	-25.75%
Casualty & Liability	42,740	48,141	574,358	619,760	1,102,000	45,402	7.33%
Taxes	311	285	2,785	3,049	3,825	264	8.66%
Purchase of Transportation Service	210,722	484,898	1,552,334	2,070,676	3,525,520	518,342	25.03%
Miscellaneous	22,179	10,821	124,465	166,291	218,920	41,826	25.15%
Interest	8 1 6	1,000	297	000'6	12,000	8,703	96.70%
Leases & Rentals	6,291	7,204	61,463	63,988	85,431	2,525	3.95%
Total Expenses	2,816,722	3,245,796	25,840,791	26,092,567	35,554,147	251,775	%96.0
Gross Surplus (Deficit)	(2,678,580)	(2,996,975)	(24,512,485)	(24,298,056)	(33,148,147)	(214,430)	-0.88%
Subsidy			er e				
Local Subsidy	93,686	086'96	848,885	872,820	1,163,784	23,935	2.74%
State Subsidy	2,142,134	1,531,745	9,354,014	11,110,986	15,565,328	1,756,972	15.81%
Federal Subsidy	442,759	516,393	4,087,302	4,647,537	6,196,750	560,235	12.05%
Federal Subsidy - ARPA	ı	851,857	10,222,285	7,666,713	10,222,285	(2,555,572)	-33.33%
Total Subsidy	2,678,580	2,996,975	24,512,485	24,298,056	33,148,147	(214,430)	-0.88%
Surplus (Deficit)	1	•	3	1	•	T	#DIV/0!

LANtaBus Statement of Net Assets

March 31, 2022

CURRENT ASSETS			
Cash		\$	(205,076)
Accounts Receivable		0 ₽ 0	251,767
Interdivisional Receiv	able		1,794,761
Inventories			631,337
Prepaid Expenses			12,603,105
Grants Receivable			2,367,777
	ent Assets		17,443,671
RESTRICTED ASSETS		Que	
Cash			20,138,633
0.10/74/ 100770			
CAPITAL ASSETS	ing Donrosistad		147,970
Capital Assets Not Be			
Capital Assets Being D			46,375,049 46,523,019
Тотат Сар	ital Assets	-	40,323,019
	TOTAL ASSETS	\$	84,105,323
		¥	
CURRENT LIABILITIES			
Note Payable		\$	-
Loan Payable			-
Interdivisional Payab	le		<u>a</u>
Accounts Payable			789,074
Accrued Expenses:			=:
Wages			2,004,719
Professional Fees			27,467
Other			756,085
Deferred Other Fund	ing		25,349,656
Due To Commonwea			20,671,459
Deferred Local Grant			337,301
	rent Liabilities	la entre ent	49,935,761
NET ASSETS			
Invested In Capital As	ssets		46,525,784
Unrestricted Equity			(12,439,222)
Restricted Equity		(83,000
Total Net	Assets	3	34,169,562
	TOTAL CURRENT		
	LIBILITIES AND NET ASSETS	4	04.405.333
	ASSETS	\$	84,105,323

For the Period Ending March 31, 2022 Income Statement Summary LANtaVan

			City Voor 2003			or Mindage	VTD Budget Variance
			riscal real 2022		()• E4	Sano all	
	OT	•	YTD		Annual	Favorable (U	Favorable (UnFavorable)
	Actual	Budget	Actual	Budget	Budget	Amount	Percent
Revenue							
Passenger Fares	45,305	186,326	465,749	778,516	1,299,162	(312,767)	-40.17%
Non-Transportation Revenues	i	5,417	32,500	48,749	65,000	(16,249)	-33.33%
Local Special Fare Assistance	172,761	314,357	1,493,926	2,667,221	3,579,620	(1,173,295)	-43.99%
State Special Fare Assistance	465,345	476,398	3,434,621	4,632,280	6,119,201	(1,197,659)	-25.85%
Total Revenue	683,411	982,498	5,426,796	8,126,766	11,062,983	(2,699,970)	-33.22%
Expenses							
Labor	36,622	65,257	474,622	587,316	783,087	112,694	19.19%
Fringe Benefits	30,834	59,384	411,894	534,457	712,609	122,563	22.93%
Total Labor and Fringe Benefits	67,457	124,641	886,516	1,121,773	1,495,696	235,257	20.97%
Services	6,585	6,427	58,537	59,789	89,115	1,252	2.09%
Fuel	ľ	t	6	3I:		ĵ	0.00%
Tires & Tubes	ī	E	E ₀	t	т	1	0.00%
Materials & Supplies	4,024	1,439	61,514	29,343	55,476	(32,171)	-109.64%
Utilities	7,722	7,180	65,191	72,330	96,168	7,139	9.87%
Casualty & Liability	542	542	4,878	4,878	6,500	Ü	0.00%
Taxes	I.	(10)	1	3	1	ı	%00.0
Purchase of Transportation Service	600,581	768,368	4,952,436	6,546,626	8,771,536	1,594,190	24.35%
Miscellaneous	845	293	686′9	5,343	7,500	(1,646)	-30.81%
Interest		Î		Ē	ti		%00.0
Rent	9,778	68,778	88,006	147,002	353,342	58,996	40.13%
Total Expenses	697,534	977,968	6,124,068	7,987,084	10,875,333	1,863,016	23.33%
Gross Surplus (Deficit)	(14,122)	4,530	(697,272)	139,682	187,650	(836,954)	-599.19%
Subsidy							
Local Subsidy	ľ	ï	Til	10	1	1	
State Subsidy	14,122	Ĭ	697,272	ť	XIŪ2	(697,272)	100.00%
Federal Subsidy	1	ı	E	t	L	1	
Total Subsidy	14,122	1	697,272		1	(697,272)	•
Surplus (Deficit)	0	4,530	(0)	139,682	187,650	(1,534,226)	-1098.37%

LANtaVan

Statement of Net Assets

March 31, 2022

CURRENT ASSETS		
Cash	\$	(4,553)
Accounts Receivable		46,774
Interdivisional Receivable		
Inventories		-
Prepaid Expenses		100,438
Grants Receivable		1,121,775
Total Current Assets	200	1,264,434
	1	
TOTAL ASSETS	\$	1,264,434
CURRENT LIABILITIES		
Note Payable	\$	(See
Loan Payable		:=:
Interdivisional Payable		1,794,761
Accounts Payable		486,811
Accrued Expenses:		593,502
Deferred Revenue		(44,562)
Total Current Liabilities		2,830,512
NET ASSETS		
Unrestricted Equity		(1,566,078)
Restricted Equity		
Total Net Assets		(1,566,078)
TOTAL CURRENT LIBILITIES AND NET ASSETS	\$	1,264,434

Carbon County Community Transportation Income Statement Summary For the Period Ending March 31, 2022

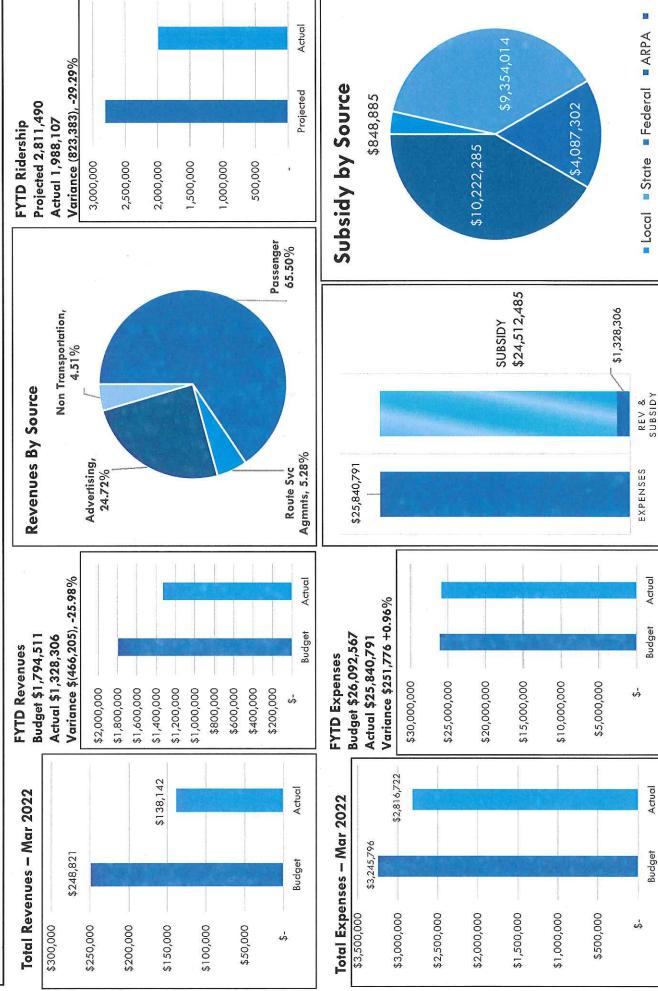
			1			Ozaciacly tonburg OTV	Variation
			Fiscal Year 2022	7		agning (1)	Valiance
	OTA	0	EX.	Ω.	Annual	Favorable (UnFavorable)	nFavorable)
	Actual	Budget	Actual	Budget	Budget	Amount	Percent
Revenue							
Passenger Fares	2,306	742	21,870	18,236	20,511	3,634	19.93%
Non-Transportation Revenues	-	1	12	1	ŀ	12	#DIV/0I
Local Special Fare Assistance	2,347	1,486	18,098	12,545	17,922	5,553	44.27%
State Reimbursements	26,945	34,639	222,214	195,652	299,568	26,561	13.58%
State Special Fare Assistance	57,470	65,242	406,963	325,253	454,545	81,710	25.12%
Total Revenue	89,070	102,109	669,156	551,686	792,546	117,471	21.29%
Expenses							
- Code	16,746	1	16,746	т	ĩ	(16,746)	0.00%
Fringe Benefits	15,850	10	15,850	ı	ı	(15,850)	%00.0
Total Labor and Fringe Benefits	32,597		32,597	T		(32,597)	0.00%
Services	1,106	10,803	72,663	102,985	136,250	30,322	29.44%
Fuel	3 1 3	₹ 1 0°	1	,	i	100	0.00%
Tires & Tubes	Ti	70103		1	Ĩ	U	%00.0
Materials & Supplies	1,008	1,346	13,615	7,350	9,700	(6,265)	-85.24%
Utilities	973	312	13,647	15,824	16,800	2,177	13.76%
Casualty & Liability	ı	T.	Ü	ì	Ĭ	1	0.00%
Taxes	ī	ι	ı.	ſ	9		0.00%
Purchase of Transportation Service	115,957	146,921	947,799	748,616	1,170,914	(199,184)	-26.61%
Miscellaneous	75	2,093	1,405	3,545	9,340	2,140	%98.09
Interest	118	276	926	6,720	7,500	5,764	85.78%
Leases & Rentals		4	ı		•		0.00%
Total Expenses	151,834	162,050	1,082,682	885,039	1,350,504	(197,643)	-22.33%
Gross Surplus (Deficit)	(62,764)	(59,942)	(413,526)	(333,353)	(557,958)	(80,172)	-24.05%
Subsidy							
Local Subsidy	3,414	3,414	31,374	30,726	40,969	(648)	-2.11%
State Subsidy	47,101	41,658	347,177	147,925	273,126	(199,252)	-134.70%
Federal Subsidy	12,248	14,870	34,975	154,703	243,863	119,728	77.39%
Total Subsidy	62,764	59,942	413,526	333,354	557,958	(80,172)	-24.05%
Surplus (Deficit)	1	0	(0)	0	0		0.00%

Carbon County Community Transportation Statement of Net Assets

March 31, 2022

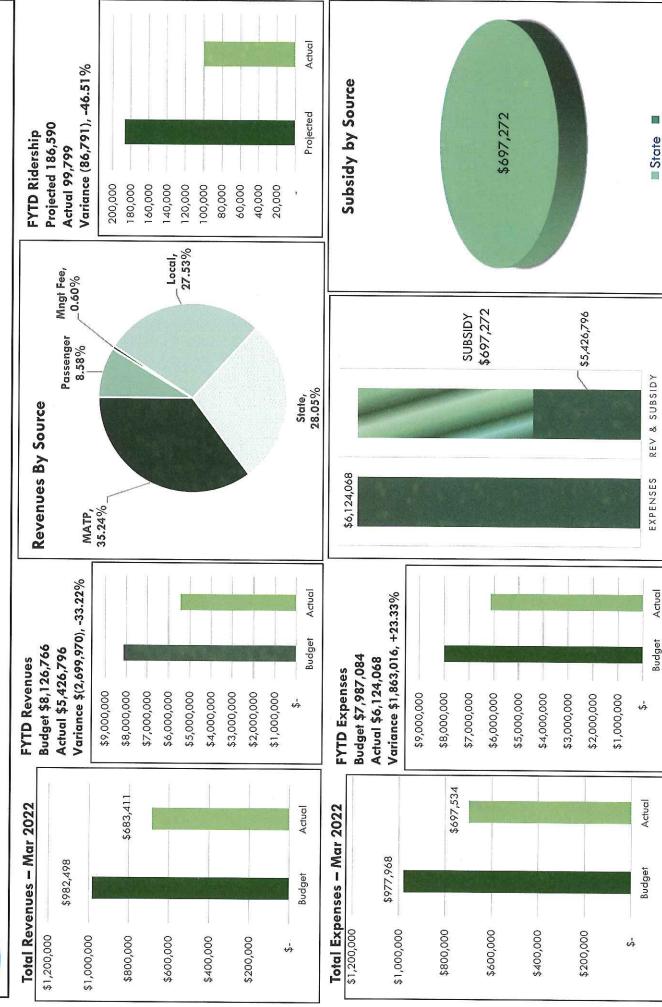
CURRENT ASSETS		
Cash	\$	182,382
Accounts Receivable		35,636
Due from LANTA - FOA		35,047
Due From Carbon County		10,890
Prepaid Expenses		351
Grants Receivable		348,208
Total Current Assets		612,513
TOTAL ASSETS	\$	612,513
		ā
CURRENT LIABILITIES	ä	
Note Payable	\$	-
Loan Payable		-
Interdivisional Payable		120,341
Due to the Commonwealth		
Accounts Payable		571,315
Accrued Expenses		147,804
Deferred Revenue		26,670
Total Current Liabilities	5	866,131
NET ASSETS		
Unrestricted Equity		(253,617)
Restricted Equity		-
Total Net Assets		(253,617)
TOTAL CURRENT LIBILITIES AND NET ASSETS	\$	612,513





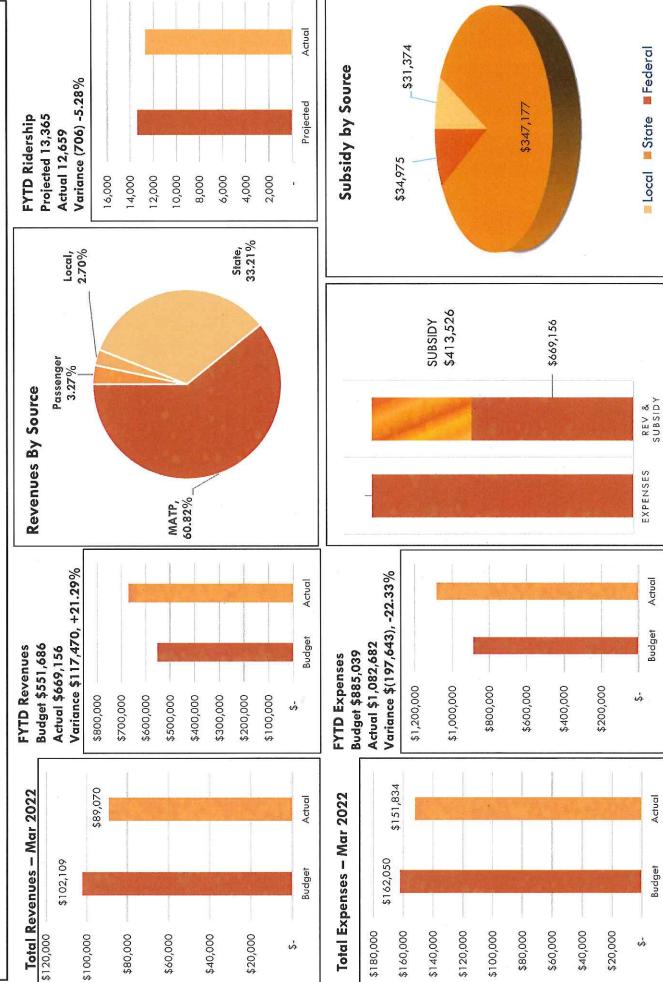
Key Areas	Notations
	Utilities Expense is ABOVE budget by \$121K, a 25.75% increase from current budget projections.
	This is attributed to not only an increase in heating and internet costs but also a too conservative approach to the current year budget projections.
Utilities	LB anticipates this trend to continue for the foreseeable future due to the increase internet services and electrical and heating costs.
eq.	Purchased Transportation is BELOW budget by \$518K, a 25.03% decrease from current budget projections.
9	This expense line represents the total operating costs of the ADA Program as well as FLEX services.
Purchased Transportation	As ADA trips continue to increase, the Authority does not anticipate this trend to continue as trips are increasing and Carbon has utilized all PY Act 44 reserves.
(88	Health Insurance costs are ABOVE budget by \$385K, a 10.59% increase from current budget projections.
	YTD claims paid continue to run below budget projections
nsurance	LB now anticipates the health insurance costs to continue above budget through the end of the fiscal year due to the increase in claims processed through the end of March 2022.
8	Current fiscal year TOTAL subsidy is \$24,512,485 a 0.88% decrease from current budget projections.
	As of March 31st, LANTA has utilized all ARPA federal funds to subsidize the Authority's payroll and security costs.
Subsidy	LB still anticipates FYE ACT 44 reserves to be in excess of \$18M. Act 44 reserves will continue to subsidize any deficit for the paratransit division and any deficit on the fixed route division after the application of federal, state and local subsidies for LANTA's program of projects.





Key Areas	Notations
	Labor and Fringe Benefits are BELOW budget by approximately \$235K, a 20.97% combined decrease from the current year budget projections.
	A total of \$26,133 in labor and fringe expense for January 1 through March 31, 2022 was allocated to Carbon Transit from LV.
Labor & Fringes	LV anticipates Labor and Fringe Benefit costs to continue below budget projections.
20	Purchased Transportation is BELOW budget by approximately \$1.6M, a 24.35% decrease from the current year budget projections.
J.J	Purchased Transportation continues below budget due to decreased ridership levels and the proper allocation of fuel costs for Carbon Transit.
Purchased Transportation	LV anticipates the Purchased Transportation expense area will remain below budget through fiscal year end.
	Rent expense is BELOW budget by approximately \$59K, a 40.13% decrease from the current year budget projection.
***	This is due to the current year budget projection which anticipated lease payments on new paratransit facility to begin March 1, 2022.
Rent	LV rent expense will be in line with budget projections once lease payments begin on May 1, 2022
800	YTD DEFICIT is \$697,272.
	PennDOT approved the use of State Operating Assistance to offset CY and PY operating deficits on LANtaVan .
Subsidy	YTD unfunded DEFICIT is \$0.





Key Areas	Notations
00000	Labor and Fringe expenses are ABOVE budget by approximately \$33K.
	Due to the MCA that went into effect as of Jan 1, Carbon will now incur labor and fringe expense.
Labor & Fringes	Current year budget projections anticipated Management Contract to carry through the end of the fiscal year.
20	Purchased Transportation is ABOVE budget by \$199K, a 26.61% increase from current year budget projections.
D.D	This is due to the proper allocation of fuel costs for the Carbon division.
Purchased Transportation	CT anticipates the P/T expense area to remain above budget due to the proper fuel cost allocation.
4	Materials and Supplies are ABOVE budget by approximately \$6K, an 85.24 percent increase from current year budget projections.
†	This is due to the purchase of additional ticket stock and other pre-printed forms.
Materials	CT anticipates materials and supplies to be in line with budget projections as the year progresses.
000	Current YTD DEFICIT is \$413,526. Total subsidy is ABOVE CY projections by 24.05%
Subside N	YTD, Local and State subsidies are above CY budget projections due to the increase in local match and the reversal of Federal Operating Assistance per PennDot directive.
	CT anticipates utilizing all PY Act 44 reserves and the CY FY22 Act 44 fund allocation to subsidize the CY operations .



May 10, 2022

Hon. Nuria Fernandez Federal Transit Administration Office of the Administrator 1200 New Jersey Avenue SE Washington, DC 20590

Re: LANTA, FFY2022 Buses and Bus Facilities Program

Dear Administrator Fernandez:

This letter is to attest our support for the Lehigh and Northampton Transportation Authority's (LANTA) request for a FFY2022 Grants for Buses and Bus Facilities Program application.

This project will allow LANTA to purchase up to thirteen (13) vehicles to enhance service in our growing region. These vehicles will be compressed natural gas (CNG) buses which will add to the sixty-four (64) CNG buses already operated at LANTA which is the largest CNG fleet in the Commonwealth of Pennsylvania. The service expansion will decrease operating headways on LANTA's core routes, providing a more convenient and feasible transportation option and reduce barriers to opportunities for the Lehigh Valley residents as identified in the Lehigh Valley Planning Commission's (LVPC) regional equity analysis.

LANTA is currently at a State of Good Repair (SGR) for our fixed route bus fleet and these additional fleet expansion buses will not negatively impact LANTA's Transit Asset Management (TAM) Plan goals and objectives. The addition of these buses is consistent with regional priorities, namely the Authority's *Moving LANTA Forward* twelve-year strategic vision for public transportation in the Lehigh Valley, and the joint Lehigh Valley Transportation Study (LVTS) Metropolitan Planning Organization's Long Range Transportation Plan, and the LVPC's Comprehensive Plan *FutureLV* which establishes priorities to reduce congestion, manage suburban growth, link land use and transportation decisions, revitalize urban centers and preserve agricultural land.

Your consideration and support for this request is appreciated. If you have any questions, please contact Owen O'Neil, Executive Director at 610-435-4052.

Sincerely,

Matthew Malozi, Vice Chair

LOCAL TRANSPORTATION ORGANIZATION RESOLUTION CERTIFYING THE LOCAL MATCH FOR STATE OPERATING FINANCIAL ASSISTANCE

The Board of Directors (Name of Governing Body) of Lehigh and Northampton Transportation Authority (Name of Local Transportation Authority)
resolves and certifies that the operating financial assistance of \$23,026,402 provided pursuant to
74 Pa.C.S. §1513 is needed in Fiscal Year 2023 or in a subsequent fiscal year to help pay
for projected operating expenses, including asset maintenance costs; and that these funds will be
used for this purpose only, because these funds are ineligible to be used for asset, or capital
improvements projects; and that any funds not used this Fiscal Year will be retained and used only
for operating assistance in a subsequent fiscal year(s).
Further, the Board of Directors resolves and certifies (Name of Governing Body of Local Transportation Authority)
that the required local matching funds of \$1,268,916 will be secured from local contributors
no later than the end of Fiscal Year 2023 to match the requested Section 1513 funds.
I <u>Becky Bradley</u> , <u>Secretary</u> of the <u>Board of Directors</u> (Name) (Official Title) (Name of Governing Body of Local Transportation Organization)
do hereby certify that the foregoing is a true and correct copy of the Resolution adopted at a regular
meeting of the <u>Board of Directors</u> held the <u>10th</u> day of <u>May</u> , 20 <u>22</u> . (Name of Governing Body of Local Transportation Organization)
DATE: May 10 , 20 <u>22.</u>
Becky Bradley, Secretary
ATTEST:
Lehigh and Northampton Transportation Authority (Name of Local Transportation Organization)
By: Owen P. O'Neil, Executive Director (Date)

<u>IMPORTANT REMINDER</u>: In addition to the above resolution Section 1513 recipients must include in their COA submission a resolution passed by any municipality providing local match (see COA Local Match Summary form).



March 15, 2022

Mr. Owen O'Neil, Executive Director Lehigh and Northampton Transportation Authority (LANTA) 1060 Lehigh Street Allentown, Pennsylvania 18103

Re: FY 2022-23 Section 1513 Funding

Dear Mr. O'Neil:

As you continue preparations for your FY 2022-23 operating budget, I am writing to provide your State Section 1513 Operating Allocation and the required local matching amount. Your Section 1513 allocation will be **\$22,713,449** in FY 2022-23, a 14.3% increase over FY 2021-22. As required in Act 89 of 2013, you will be expected to provide local funding of **\$1,221,973**, an increase of 5%, since you are not at the full 15% match.

We expect to open the Consolidated Operating Assistance (COA) application for FY 2022-23 no later than March 30, 2022. At that time, staff at public transportation agencies will be able to enter required data in dotGrants to complete the application. To ensure timely execution of your FY 2022-23 grant, please submit your application no later than May 4, 2022. As you are aware, no payments can be made without a fully executed grant agreement. Feel free to contact your program manager if you have any questions.

Sincerely.

Jennie A. Louwerse, AICP, Deputy Secretary

Jennie A. Louverse

Multimodal Transportation



March 15, 2022

Mr. Owen O'Neil, Executive Director Carbon County Community Transit (CCCT) 1060 Lehigh Street Allentown, Pennsylvania 18103

Re: FY 2022-23 Section 1513 Funding

Dear Mr. O'Neil:

As you continue preparations for your FY 2022-23 operating budget, I am writing to provide your State Section 1513 Operating Allocation and the required local matching amount. Your Section 1513 allocation will be \$\frac{\\$312,953}{2}\$ in FY 2022-23, a 11.9% increase over FY 2021-22. As required in Act 89 of 2013, you are required to provide local funding equal to 15% of your state grant award. Your required local funding for FY 2022-23 is \$\frac{\\$46,943.}{2}\$

We expect to open the Consolidated Operating Assistance (COA) application for FY 2022-23 no later than March 30, 2022. At that time, staff at public transportation agencies will be able to enter required data in dotGrants to complete the application. To ensure timely execution of your FY 2022-23 grant, please submit your application no later than May 4, 2022. As you are aware, no payments can be made without a fully executed grant agreement. Feel free to contact your program manager if you have any questions.

Sincerely,

Jennie A. Louwerse, AICP, Deputy Secretary

Multimodal Transportation



LANTA Pension Committee Meeting Agenda May 3, 2022

- 1. Call to Order
- 2. Status Reports
 - A. Actuarial Update Mr. Peter Karapelou, Foster & Foster
 - B. Investment Performance Report Mr. Lee Martin, Marquette Associates
- 3. Other Items
- 4. Adjournment

LANta Pension Committee Meeting

Tuesday, May 3, 2022

Agenda of Foster & Foster

- 1. Actuarial Valuation Report as of January 1, 2019 projected to June 30, 2022.
- 2. Annual Employee Benefit Statements to be distributed to all participants including presenting a statement to the committee for illustrative purposes.
- 3. GASB 68 (Governmental Accounting Standard Board Statements 68) Pension information will be prepared as of June 30, 2022 and this information will be used by LANta on its financial statement for the fiscal year beginning July 1, 2021 and ending June 30, 2022.
- 4. GASB 75 Disclosure and reporting information for Retiree Post-Employment Benefits under the health program will be prepared for the fiscal years ending June 30, 2022 and June 30, 2023 and the information will be used by LANta on its financial statement for the year ended June 30, 2022.

BENEFIT STATEMENT LEHIGH NORTHAMPTON TRANSPORTATION AUTHORITY UNION EMPLOYEES' PENSION PLAN

DATE OF BIRTH: 12/22/1962 **DATE OF EMPLOYMENT:** 6/14/1993

NORMAL RETIREMENT DATE:

The first day of the month following the attainment of age 65.

NORMAL RETIREMENT BENEFIT:

\$34.00 per month for each year of service through December 31, 2005, plus 1.5% of average compensation for each year of credited service earned after January 1, 2006. Average compensation is based on the compensation earned in the highest 5 years during the last 10 years of service.

EARLY RETIREMENT DATE:

The first day of the month following the attainment of age 55 and 10 years of credited service. If hired prior to January 1, 2013 age 62 and 20 years of credited service. If hired after January 1, 2013 age 62 and 25 years of credited service.

EARLY RETIREMENT BENEFIT:

There will be a reduction in the benefit amount if an immediate early retirement benefit is elected. For a schedule of early retirement reductions, please contact the Plan Administrator.

VESTING:

After the completion of 10 years of credited service, you will be 100% vested in your accrued benefit. This vested accrued benefit will be payable at your Normal Retirement Date.

CURRENT ESTIMATED ACCRUED MONTHLY BENEFIT:

This is the retirement benefit earned to date and payable at the Normal Retirement Date.

Valuation Date: 1/1/2022 Service: 28.58 yrs.

Average Monthly Compensation: \$ 4,973

Current Estimated Accrued Monthly Benefit: \$ 1,621

ESTIMATED PROJECTED MONTHLY BENEFIT:

The benefit is based on the assumptions that your service is continuous to the Normal Retirement Date, your future compensation is equal to the latest reported annual compensation, and the terms of the Pension Plan will not change.

Normal Retirement Date: 1/1/2028

Expected Service: 34.58 yrs.

<u>Assumed</u> Average Monthly Compensation: \$ 5,539 Estimated Projected Monthly Benefit: \$ 2,256

This statement is intended to provide an estimate of benefit and a brief outline of certain benefits available from the Plan. Actual compensation and Service will be employed to calculate the retirement benefit according to any Ordinance or Resolution governing the plan at the time of separation from employment.

This statement was prepared as of 1/1/2022.

Lehigh and Northampton Transportation Authority



LANtaBus Rider Experience & Planning Committee Agenda May 10, 2022

- 1. Courtesy of the Floor
- 2. LANtaBus Rider Experience Dashboard Report
- 3. Report on Initiatives
 - A. Service Planning Update
 - B. Major Developments Outreach
 - C. Marketing & Outreach Efforts
- 4. Other Business
 - A. Recommendation for Approval Updates to LANTA Drug & Alcohol Policy
- 5. Adjournment



LANtaBus Rider Experience Dashboard - Jan - Mar 2022-Q3 Tuesday, 5/10/2022

Metric	Q3 FY 22	YTD FY 22	YTD FY 21	% Change
	401112			
Ridership LANtaBus	649,684	1,988,107	1,972,929	0.77
Senior Ridership	83,612	278,858	279,998	-0.41
Ridership LANtaFlex	1,544	4,912	2,800	75.43
Senior Ridership LANtaFlex	455	1,625	1,017	59.78
Total Ridership	651,228	1,993,019	1,975,729	0.88
Total Senior Ridership	84,067	280,483	281,015	-0.19
Passenger Revenue (\$)	272,994	880,564	862,609	2.08
	YTD FY 22	Benchmark	% Diff	
Riders per revenue hour	8.5	19	-55.48	
Revenue/Revenue Hour (\$)	3.55	19.56	-81.8	

	Current Quarter Previous Quarter					
	Weekday	Saturday	Sunday	Weekday	Saturday	Sunday
Avg daily call volume (LANTA Call Center)	130	57	29	127	60	27
Avg wait time (LANTA Call Center)	0:45	0:38	0:32	0:36	0:45	0:36
	Current	Quarter	Previou	is Quarter	Past Qua	ırter
Purpose of Call Breakdown	Calls	% of Total	Calls	% of Total	Calls	% of Total
Call Type						
Complaints	238	1.5%	298	1.53%	386	1.9%
Bus Times	3792	24.0%	4441	22.82%	4714	22.5%
Where is the Bus	88	0.6%	51	0.26%	43	0.2%
Why is the Bus Late	6	0.0%	6	0.03%	8	0.0%
What Bus to Take	422	2.7%	247	1.27%	381	1.8%
Hang Up/ Dead Air	346	2.2%	555	2.85%	718	3.4%
Applications	54	0.3%	29	0.15%	59	0.3%
LANtaVan/ECC	9903	62.8%	12835	65.95%	13427	64.2%
Fares/Tickets	132	0.8%	74	0.38%	144	0.7%
Directions	3	0.0%	5	0.03%	9	0.0%
Transfers to Other Dept	71	0.5%	351	1.80%	359	1.7%
Mailed Schedules	42	0.3%	71	0.36%	68	0.3%
Other(lost & found, detours, etc.)	673	4.3%	499	2.56%	602	2.9%
Total Calls	15,770	100.0%	19,462	100.0%	20,918	100.0%
Passenger Trips per Compaint	2,730					

On Time response to LANtaBus complaints	No open complaints more than 8 days old			

Metrics

METHE					
LANtaBus OPERATIONS FIGURES					
Safety Performance					
	Total	Chargeable			
Number Vehicle Collisions	42	19			
Number of NTD Reportable Collisions	1	0			
Number of On-Board Incidents	10	2			
Number of NTD Reportable Incidents	0	0			
	Current Q	Benchmark	Previous Q	Prior Q	
Rev Miles between Collisions/Incidents	19,083	15,500	28,095	22,150	
Rev Miles between Chargeable Collisions/Incidents	42,183	31,000	62,674	34,148	
Service Reliability	On-Time	Early	Late	Benchmark	
LANtaBus On Time %	61.2%	23.4%	14.9%	80%	
Missed Scheduled LANtaBus Trips	9				
		Psngr Tr	Trips Per Complaint Type		
Rider Comfort/Experience	Туре	Current Q	Previous Q	Prior Q	
Complaints regarding driver courtesy	46	14,124	10,259	9,858	
Rider complaints about OTP/route adherence	122	5,325	4,306	4,244	
HVAC related customer complaints	1	649,684	697,631	640,792	
Transit App Usage	Current Q	Previous Q			
Transit App Users	4,090	3,127			
Downloads to Mobile Device	885	613			
Service Alert Subscribers	547	293			
Passes Purchased	255	143			



Lehigh and Northampton Transportation Authority

Date: May 10, 2022

To: LANTA Board of Directors

From: Owen P. O'Neil, Executive Director Subject: Drug & Alcohol Policy Update

Based on a review of LANTA's Drug & Alcohol Policy, the following changes have been made to

1. Replaced the word opiates with opioids throughout document.

- 2. Definition of Prohibited Substances change on Page 7 and 8 based on specific reference from Federal Transit Administration.
- 3. Substance Abuse Professional contacts updated on Page 20.
- 4. DER and DAPM designations under system contacts on Page 20 updated to reflect current staffing.

Board action is needed to approve the changes listed above.

Appendix F

Board Certification of Adoption

Drug and Alcohol Policy

I, Kimberly Schaffer, Chair of the Lehigh and Northampton Transportation Authority, (LANTA), hereby certify that the LANTA Board of Directors formally adopted a Drug and Alcohol Policy at their regular, monthly, public meeting held on May 10, 2022.

The Policy prohibits the use or misuse of certain drugs and alcohol by employees who perform safety-sensitive functions as defined in the Policy.

The Policy is written in conformance with regulations set forth by the Federal Transit Administration (FTA). This policy statement includes all of the elements specified in 49 CFR, section 655 and 40, as amended, which mandates drug and alcohol testing for safety-sensitive employees and details standards for collection and procedures for testing for drugs and alcohol. A copy of this policy and said procedures shall be distributed to all safety sensitive employees of LANTA.

Signed:	
O	Kimberly Schaffer, Chair, LANTA Board of Directors
Data. M	Joy 10, 0000
Date: M	lay 10, 2022