



Lehigh and Northampton Transportation Authority  
1060 Lehigh Street, Allentown, PA 18103  
Phone: 610-435-4517

**LANTA Board of Directors Meeting Minutes**

**November 11, 2025**

**LANTA Administrative Offices, Allentown, PA**

Members Attending: Mike Lichtenberger – Chair of the Authority; Sheila Alvarado - Secretary of the Authority; Kimberly Schaffer; Iris Linares; and Beth Halpern.

Members Attending via Webinar / Teleconference: Becky Bradley – Vice Chair of the Authority; Matt Malozi – Treasurer of the Authority; Fred Williams; Jared Mast; and Amy Beck.

Members Absent: Sheila Alvarado; Jennifer Ramos; Iris Linares; and Matt Rozsa.

Staff and Contractors Attending: O. O'Neil, T. Williams, J. Polster-Abel, B. Cotter A. Yacko, J. Ozoa, A. Knee, D. Lightner, Ja. Ozoa, M. Wood – LANTA Staff. Kent Herman – Solicitor.

Public Attending: Maurice Wells.

Public Attending via Webinar/Teleconference: None.

**1. Call to Order**

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

**2. Roll Call**

Roll Call was conducted by Mr. O'Neil.

**3. Public Comment**

None

**4. Approval of the Minutes**

*The minutes of the October 7, 2025, Board of Directors meeting were approved on a motion made by Ms. Halpern and seconded by Ms. Linares.*

## **5. Report of the Chair**

As part of the Report of the Chair, Mr. Lichtenberger recognized that the day of the meeting was Veteran's Day and extended LANTA's thanks to all veterans for their service to our country.

Mr. Lichtenberger also noted that LANTA announced last week that in order to provide time for an official response from PennDOT regarding LANTA's request for stabilization funding, LANTA would be delaying any action towards implementing a significant service reduction and would instead continue moving forward with steps to implement the two-year stabilization plan that LANTA outlined in its request to PennDOT. This plan does call for gradual adjustments to fixed route service levels which will continue as part of LANTA's January service change. This was discussed in further detail at the Committee meeting prior to the Board meeting.

LANTA would like to extend our congratulations to Lehigh County Executive-elect Josh Siegel and Northampton County Executive-elect Tara Zirinksy on their election victories last week. We look forward to working with both of our new County Executives and continuing LANTA's strong partnership with Lehigh and Northampton Counties.

LANTA also wants to recognize current Lehigh County Executive Phil Armstrong and Northampton County Executive Lamont McClure as they finish their terms and extend our appreciation to both Executives for their support of LANTA during their tenures.

Lastly, Mr. Lichtenberger presented the proposed Board and Board Committee schedule for January through June 2026 which is attached.

*On a motion made by Ms. Schaffer and seconded by Mr. Mast, the Board voted to approve the meeting schedule for January through June 2026 as presented.*

Mr. Lichtenberger then concluded the Report of the Chair.

## **6. Report of the Committees**

A. Finance Committee – Mr. Malozi, Chair of the Finance Committee, reported that the Finance Committee met on Tuesday November 4. As part of the agenda, staff presented updates on various items and initiatives including state transit funding; the financial audit for fiscal year ending June 30, 2025; as well as an update on the status of LANTA's

submission of the annual National Transit Database report to the Federal Transit Administration.

The Pension Committee also met on Tuesday November 4. As part of the agenda representatives of the actuarial firm, Foster and Foster, presented amendments to the Union and Non-Union Pension Plan documents. The amendments which are attached, are required to comply with the Required Minimum Distributions stipulations of the federal SECURE 2.0 Act.

*On a motion made by Mr. Malozi and seconded by Mr. Williams, the Board voted to approve the amendments as presented.*

In addition, the Committee reviewed a services agreement establishing a scope of services and annual fee structure for Foster & Foster's actuarial services. Staff noted that the scope and fees listed are the current scope and fees. The agreement document establishes this arrangement until such time as a request for proposal process for these services is pursued by LANTA. The draft agreement document is attached.

*On a motion made by Mr. Malozi and seconded by Ms. Bradly, the Board voted to approve the actuarial services agreement with Foster and Foster as presented.*

Lastly, the Committee reviewed a proposed one-year extension of the contract for pension fund investment management services with Marquette Associates. The one-year extension maintains the current fee structure. The draft extension is attached.

*On a motion made by Mr. Malozi and seconded by Mr. Williams, the Board voted to approve the one-year extension for pension fund investment management services with Marquette Associates as presented.*

Mr. Malozi then concluded the Committee report.

- B. Administration & Safety Committee – On behalf of Ms. Alvarado, Chair of the Administration & Safety Committee, Mr. O'Neil reported that the Administration & Safety Committee met on Tuesday November 4. As part of the agenda, staff presented the Administration & Safety Dashboard Report which covered employee headcount as of the day of the meeting, and training completed in September. Staff also presented

the quarterly Accident, Incident, and Workplace Safety Report. Both reports are attached.

In addition, staff presented the results of the Advertising Vendor Services Request for Proposals process. As a result of the RFP process, staff recommended the award of the contract for advertising vendor services to HFT Management/Gateway Outdoor Advertising for a term of five (5) years with three (3) one (1) year optional extensions beginning January 1, 2026. The recommendation summary is attached.

*On a motion made by Ms. Schaffer and seconded by Ms. Linares, the Board voted to award the advertising vendor services contract to HFT Management/Gateway Outdoor Advertising as presented.*

Staff also presented a recommendation to extend the contract for managed IT services with the current contractor Syncretic Solutions from January 1, 2026 through December 31, 2026. The recommendation summary is attached.

*On a motion made by Ms. Linares and seconded by Ms. Halpern, the Board voted to extend the contract for managed IT services with Syncretic Solutions for a one-year period as presented.*

Lastly, staff provided an update on the status of the Federal Transit Administration triennial review follow-up.

Mr. O’Neil then concluded the Committee report.

- C. Service Support & Planning Committee – Ms. Schaffer, Chair of the Service Support & Planning Committee, reported that the Committee met on Tuesday, November 11 prior to the Board meeting. As part of the agenda, staff presented the Service Support & Planning Dashboard Report for the period of July through September 2025. The report is included in the meeting packet. The Dashboard shows that reliability, preventive maintenance and detail cleaning metrics were all above benchmark.

Staff provided updates on outreach and communications efforts including initiatives to promote further adoption of the Valley Ride fare payment system among riders as well as efforts to increase participation in the annual survey which is currently open.

The agenda also included an update on bus stop amenities improvements for the next few months and major land developments on which LANTA is engaged. A summary is attached.

Staff also shared Service Planning updates, which included a presentation on a new internal Bus Stop Catalog documenting all 2,400 bus stops in LANTA's fixed route system. LANTA's Planning Staff conducted a visual assessment of all stops over the summer to identify conditions and ADA compliance status. Additional features were assessed to monitor compliance with new Public Right-of-Way Accessibility Guidelines (or PROWAG) from the US Access Board. A new digital form was created to help LANTA staff continue to monitor stop compliance.

Additionally, an update was given on the relocation of EBS stop locations in Downtown Bethlehem, aligning them with the new Walnut Street Garage in partnership with the Bethlehem Parking Authority.

Finally, an explanation on the Planning Process for upcoming January service changes was shared including meeting materials for the November 19<sup>th</sup> & 24<sup>th</sup> public meetings. This included a review of the service changes under consideration. Staff noted that the proposed changes represent an approximately 5 percent service reduction from current levels.

*On a motion made by Ms. Schaffer and seconded by Ms. Linares, the Board voted to authorize staff to release the proposed changes for public review and to conduct the public comment process.*

Ms. Schaffer then concluded the Committee Report.

- D. Service Delivery & Accessibility Committee –Ms. Linares, Chair of the Service Delivery & Accessibility Committee, reported that the Service Delivery & Accessibility Committee did not meet in November and that the next meeting of the Committee is scheduled for Tuesday December 9.

## **7. Other Items**

None

**8. Adjournment**

The meeting was adjourned at 12:19 p.m.

Respectfully Submitted



12/9/2025

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Sheila Alvarado

Secretary

Date



*Lehigh and Northampton Transportation Authority*

**LANTA Board Meeting  
Agenda  
November 11, 2025**

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1. Call to Order
2. Roll Call
3. Public Comment
4. Approval of the Minutes – October 7, 2025 Board Meeting
5. Report of the Chair
  - A. Approval of January through June 2026 Meeting Schedule
6. Report of Committees
  - A. Finance – Matt Malozi
    - i. Items for consideration of approval:
      - a. Pension Plan SECURE 2.0 Act Compliance Amendments
      - b. Actuarial Services Agreement
      - c. Investment Management Services Extension
  - B. Administration & Safety – Sheila Alvarado
    - i. Items for consideration of approval:
      - a. Contract Award: Advertising Vendor Services
      - b. Contract Extension: Managed IT Services
  - C. Service Support & Planning – Kim Schaffer
    - i. Items for consideration of approval:
      - a. Authorization for Public Comment – Proposed January 2026 Service Changes
  - D. Service Delivery & Accessibility – Iris Linares
7. Other Items
8. Adjournment

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**LANTA Board of Directors and Committee Meeting Schedule**  
**January 2026 - June 2026**

Month	Day	Meeting	Location	Time
Jan	13	Joint Finance / Administration & Safety	LANTA/Remote	11:00 a.m.
	13	Board	LANTA/Remote	12:00 noon
Feb	3	Joint Finance / Administration & Safety	LANTA/Remote	12:00 noon
	3	Pension	LANTA/Remote	12:45 p.m.
	10	Service Support & Planning	LANTA/Remote	11:00 a.m.
	10	Board	LANTA/Remote	12:00 noon
Mar	3	Joint Finance / Administration & Safety	LANTA/Remote	12:00 noon
	10	Service Delivery & Accessibility	Beth RRC/Remote	11:00 a.m.
	10	Board	Beth RRC/Remote	12:00 noon
Apr	14	Joint Finance / Administration & Safety	LANTA/Remote	11:00 a.m.
	14	Board	LANTA/Remote	12:00 noon
May	5	Joint Finance / Administration & Safety	LANTA/Remote	12:00 noon
	5	Pension Committee	LANTA/Remote	12:45 p.m.
	12	Service Support & Planning	LANTA/Remote	11:00 a.m.
	12	Board	LANTA/Remote	12:00 noon
Jun	2	Joint Finance / Administration & Safety	LANTA/Remote	12:00 noon
	9	Service Delivery & Accessibility	Beth RRC/Remote	11:00 a.m.
	9	Board	Beth RRC/Remote	12:00 noon



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**Joint LANTA Finance Committee and  
Administration & Safety Committee**

**Agenda**  
**November 4, 2025**

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**Finance Committee**

1. Call to Order
2. Roll Call
3. Public Comment
  
4. Report on Initiatives
  - A. State Funding Update
  - B. Fiscal Year Audit Update
  - C. National Transit Database Report Update
  
5. Adjournment

**Administration & Safety Committee**

1. Call to Order
2. Administration & Safety Dashboard
3. Accident, Incident, and Workplace Safety Report
  
4. Procurements
  - A. Review and Recommendation – Advertising Vendor Services RFP
  - B. Review and Recommendation – IT Services Contract Extension
  
5. Report on Initiatives
  - A. FTA Triennial Review Update
  
6. Other Items
7. Adjournment

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## Administration & Safety Committee Dashboard

Tuesday, 11/04/2025

LANTA employees count as of 11/04/2025 below.

Union Employees	Count	Percentage
Male	154	69.36%
Female	68	30.64%
<b>Total</b>	<b>222</b>	<b>100%</b>
Non-Union Employees		
Male	40	50.63%
Female	39	49.37%
<b>Total</b>	<b>79</b>	<b>100%</b>
All LANTA Employees		
Male	194	64.45%
Female	107	35.55%
<b>Total</b>	<b>301</b>	<b>100%</b>

Open Positions: Currently LANTA has the following open positions:

- None

Internal Training Update: List of internal trainings that were completed in September 2025:

- New employee training Operations and Maintenance – 0
- Recertifications – 8
- Retraining – 2
- Ride-Alongs – 39
- Endorsement Trainings – 0
- Safety Meetings - 0

**SAFETY REPORT**

Jul-Sep 2025

Collision/Incident Performance Report	Total Property Damage			Injuries	
	Major	Non-Major	Total	# Resulting in Minor Personal Injuries	# Resulting in More than Minor Personal Injuries
Chargeable Vehicle Collisions	0	25	25	0	0
Non-Chargeable Vehicle Collisions	4	14	18	0	3
Total	4	39	43	0	3
Chargeable Non-Collision Incidents	0	0	0	0	0
Non-Chargeable Non-Collision Incidents	1	0	1	0	1
Total	1	0	1	0	1
	Current Q	Benchmark	Previous Per		
Vehicle Miles	1,109,631				
Veh Miles between Collisions	25,805	15,500	19,929		
Veh Miles between Chargeable Collisions	44,385	31,000	37,110		

Workplace Injury Reports	Lost Time				Total
	None	Less than 7 days	7-21 Days	More than 21 Days	
Workers' Compensation Reports	4	1	0	3	8
Employee Work Hours for Period		185,875			
Work Hours per Occurrence	46,469	185,875	185,875	61,958	23,234
Previous Quarter (Apr - June 2025)	36,468	72,935	145,870	24,312	11,221

Type of injury	Count	Percentage
Twisting, bending, pushing, pulling or fall	2	25.0%
Carelessness from Employee	0	0.0%
Machinery/Tool Handling	1	12.5%
Bus accident with another vehicle/road conditions	3	37.5%
Miscellaneous (Malfunction of equipment)	2	25.0%
<b>Total</b>	<b>8</b>	<b>100%</b>



## MEMORANDUM

To: LANTA Board of Directors  
Fr: Molly Wood, Planner/Land Use Specialist  
Re: LANTA RFP Advertising Sales and Install  
Date: October 30, 2025

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The Lehigh and Northampton Transportation Authority (LANTA) issued a Request for Proposals (RFP) on PennBID on August 12, 2025 for pricing proposals from qualified vendors for advertising sales and installation services on transit vehicles and bus stop amenities. This is a five (5) year contract with three (3) one (1) year options. Seventy-Six (76) vendors downloaded the RFP, and LANTA received four proposals on September 12, 2025. Most pricing proposals fell in line with each other.

The Selection Committee consisted of three (3) LANTA staff members, and the scoring criteria for selection included Fees to be paid to LANTA, Advertising/Transit Experience, Experience/Qualifications of Personnel assigned to contract, and Financial Viability.

The Selection Committee reviewed and discussed final scoring of the proposals, and believed HFT Management/Gateway Outdoor Advertising had the most responsive proposal to the requested criteria. The selected vendor's proposed MAG (Minimum Annual Guarantee) was \$420,000 for the First Year, with a proposed total of \$4,075,000 MAG over the duration of the five (5) year contract with three (3) one (1) year options. The proposal also included shelter cleaning and trash removal in their scope of work and price proposal, and included the purchase and installation of (30) advertising display benches at select bus stop locations for additional advertising revenue, at no cost to LANTA.

HFT Management, Inc. t/a Gateway Outdoor Advertising is LANTA's current advertising vendor which has been under contract with LANTA since September 1, 2020. The current contract expires December 31, 2025, and the new recommended contract will have a notice to proceed date of January 1, 2026, and will be effective for five (5) years with three (3) one (1) year options for renewal. LANTA has been satisfied with HFT Management/Gateway's advertising and maintenance services during the current contract. LANTA staff is seeking recommendation and approval to award the advertising contract to HFT Management/Gateway Outdoor Advertising for a period of five (5) years.



## MEMORANDUM

To: Board of Directors Administration & Safety Committee  
Fr: Owen O'Neil, Executive Director  
Date: November 4, 2025  
Re: IT Contracted Services Extension

A handwritten signature in black ink that reads "Owen P. O'Neil".

Staff is recommending a one-year extension of the contracted IT services contract with Syncretic Solutions at the rates below. Action will extend the contract through December 31, 2026.

The proposed rates for the extension period are shown below. Staff has confirmed the proposed rates are reasonable and reflect rates paid by other parties for similar services.

<b>2025</b>		<b>Count</b>	<b>Rate</b>	<b>Ext. Rate</b>
Syncretic Complete Care		75	126.50	9,487.50
Server Backups		15	86.00	1,290.00
Workstation Backups		4	10.00	40.00
24/7 Managed Detection and Response		150	11.00	1,650.00
<b>2025 Total Monthly:</b>				<b>12,467.50</b>
*average rate per user based on 75		166		
*average rate per user based on 85		147		

<b>Proposed for 2026</b>		<b>Count</b>	<b>Rate</b>	<b>Ext. Rate</b>
Syncretic Complete Care		75	126.50	9,487.50
Server Backups		15	86.00	1,290.00
Workstation Backups		4	10.00	40.00
24/7 Managed Detection and Response		150	11.00	1,650.00
ZeroTrust Remote Access		20	12.00	240.00
<b>2025 Total Monthly:</b>				<b>12,707.50</b>
*average rate per user based on 75		169		
*average rate per user based on 85		150		



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## **LANTA Pension Committee Meeting Agenda**

**November 4, 2025**

1. Call to Order
2. Status Reports
  - A. Actuarial Update – Paul Baugher, Foster & Foster
    - a. SECURE Act Compliance Amendments
  - B. Investment Performance Report – Sam Frymier, Marquette Associates
3. Other Items
  - A. Foster & Foster service agreement
  - B. Marquette Associates one year extension
4. Adjournment

A M E N D M E N T #4  
TO THE  
LEHIGH AND NORTHAMPTON TRANSPORTATION AUTHORITY  
NON-UNION EMPLOYEES' PENSION PLAN

WHEREAS, effective October 1, 1977, Lehigh and Northampton Transportation Authority (hereinafter referred to as "Employer") established a Pension Plan (the "Plan") for its Non-Union Employees; and

WHEREAS, the Employer adopted the amended and restated Plan effective January 1, 2013; and

WHEREAS, the Employer is required by law to update certain provisions in relation to Required Minimum Distributions due to changes established in the SECURE 2.0 Act.

NOW, THEREFORE, in consideration of the foregoing premises, the Plan is hereby amended as follows:

1. The definition of "Required Beginning Date" in Article 2 shall be replaced in full with the following:

"Required Beginning Date" means April 1 of the calendar year following the later of the calendar year in which the Participant:

- (a) reaches age seventy and one-half (70 1/2) (for Participants born before July 1, 1949),
- (b) reaches age 72 (for Participants born after June 30, 1949),
- (c) reaches age 73 (for Participants reaching age 72 after December 31, 2022),
- (d) reaches age 75 (for Participants reaching age 74 after December 31, 2033),
- (e) or retires, if later.

If the prior paragraph does not apply to this Plan and this is an amended Plan, then the following applies to the Plan. Except with respect to a More Than 5% Owner, a Participant's Accrued Benefit will be actuarially increased to take into account the period after the age triggering their Required Beginning Date in which the Participant does not receive any benefits under the Plan. The actuarial increase will begin on Required Beginning Date and will end on the date on which benefits commence after retirement in an amount sufficient to satisfy Code section 401(a)(9). The amount of actuarial increase payable as of the end of the period for actuarial increases will be no less than the actuarial equivalent of the Participant's retirement benefits that would have been payable as of the date the actuarial increase must commence plus the actuarial equivalent of additional benefits accrued after that date, reduced by the actuarial equivalent of any distributions made after that date. The actuarial increase under this Subsection is not in addition to the actuarial increase required for that same period under Code section 411 to reflect the delay in payments after normal retirement, except that the actuarial increase required under this Subsection will be provided even during the period during which an Employee

is in section 203(a)(3)(B) service as described in DOL Reg. section 2530.203-3(c). For purposes of Code section 411(b)(1)(H), the actuarial increase will be treated as an adjustment attributable to the delay in the distribution of benefits after the attainment of Normal Retirement Age. Accordingly, to the extent permitted under Code section 411(b)(1)(H), the actuarial increase required under this Subsection will reduce the benefit accrual otherwise required under Code section 411(b)(1)(H)(i), except that the rules on the suspension of benefits of Section 7.13 are not applicable.

2. Section 7.15(a)(3)(b)(2)(A) is replaced in full with the following:

If the Participant's surviving spouse is the Participant's sole designated beneficiary, then, except as otherwise provided, distributions to the surviving spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained the age triggering their Required Beginning Date, if later.

All other provisions of the Plan shall remain in full force and effect.

IN WITNESS WHEREOF, the Employer has caused this Amendment to be executed this day of \_\_\_\_\_, 2025.

ATTEST:

\_\_\_\_\_  
Executive Director

LEHIGH AND NORTHAMPTON  
TRANSPORTATION AUTHORITY

BY: \_\_\_\_\_  
Chairman

(Corporate Seal)

MINUTES OF A MEETING  
OF THE BOARD OF DIRECTORS OF  
LEHIGH AND NORTHAMPTON TRANSPORTATION AUTHORITY

A regular meeting of the Board of Directors of Lehigh and Northampton Transportation Authority, was held at the principal office and place of business of the corporation in Allentown, Pennsylvania on the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_.

The requisite number of Directors having been represented, a quorum was declared present.

Upon motion duly made, seconded and unanimously carried, it was

RESOLVED, that effective as of January 1, 2026 the Lehigh and Northampton Transportation Authority Non-Union Employees' Pension Plan shall be amended to revise the definition of the Required Beginning Date and to conform relevant portions of the Plan to the revised definition.

Upon motion duly made, seconded and unanimously carried, the meeting was adjourned.

CERTIFICATION

The undersigned, being the duly elected and qualified Secretary of Lehigh and Northampton Transportation Authority, hereby certifies that the above is a true and correct copy of the minutes of the Board of Directors of Lehigh and Northampton Transportation Authority, which meeting was held at the principal office of the corporation in Allentown, Pennsylvania.

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Secretary

(Corporate Seal)

A M E N D M E N T #2  
TO THE  
LEHIGH AND NORTHAMPTON TRANSPORTATION AUTHORITY  
UNION EMPLOYEES' PENSION PLAN

WHEREAS, effective January 1, 1970, Lehigh and Northampton Transportation Authority (hereinafter referred to as "Employer") established a Pension Plan (the "Plan") for its Union Employees; and

WHEREAS, the Employer adopted the amended and restated Plan effective January 1, 2013; and

WHEREAS, the Employer is required by law to update certain provisions in relation to Required Minimum Distributions due to changes established in the SECURE 2.0 Act.

NOW, THEREFORE, in consideration of the foregoing premises, the Plan is hereby amended as follows:

1. The definition of "Required Beginning Date" in Article 2 shall be replaced in full with the following:

"Required Beginning Date" means April 1 of the calendar year following the later of the calendar year in which the Participant:

- (a) reaches age seventy and one-half (70 1/2) (for Participant born before July 1, 1949),
- (b) reaches age 72 (for Participant born after June 30, 1949),
- (c) reaches age 73 (for Participant reaching age 72 after December 31, 2022),
- (d) reaches age 75 (for Participant reaching age 74 after December 31, 2033),
- (e) or retires, if later.

A Participant who attains the age triggering their Required Beginning Date while in the employ of the Employer may elect to begin receiving benefits as of the first day of any month following his attainment of the age triggering their Required Beginning Date.

If the prior paragraph does not apply to this Plan and this is an amended Plan, then the following applies to the Plan. Except with respect to a More Than 5% Owner, a Participant's Accrued Benefit will be actuarially increased to take into account the period after the age triggering their Required Beginning Date in which the Participant does not receive any benefits under the Plan. The actuarial increase will begin on Required Beginning Date and will end on the date on which benefits commence after retirement in an amount sufficient to satisfy Code section 401(a)(9). The amount of actuarial increase payable as of the end of the period for actuarial increases will be no less than the actuarial equivalent of the Participant's retirement benefits that would have been payable as of the date the actuarial increase must commence plus the actuarial equivalent of additional benefits accrued after that date, reduced by the actuarial equivalent of any distributions

made after that date. The actuarial increase under this Subsection is not in addition to the actuarial increase required for that same period under Code section 411 to reflect the delay in payments after normal retirement, except that the actuarial increase required under this Subsection will be provided even during the period during which an Employee is in section 203(a)(3)(B) service as described in DOL Reg. section 2530.203-3(c). For purposes of Code section 411(b)(1)(H), the actuarial increase will be treated as an adjustment attributable to the delay in the distribution of benefits after the attainment of Normal Retirement Age. Accordingly, to the extent permitted under Code section 411(b)(1)(H), the actuarial increase required under this Subsection will reduce the benefit accrual otherwise required under Code section 411(b)(1)(H)(i), except that the rules on the suspension of benefits of Section 7.13 are not applicable.

2. Section 7.15(b)(2)(A) is replaced in full with the following:

If the Participant's surviving spouse is the Participant's sole designated beneficiary, then, except as otherwise provided, distributions to the surviving spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained the age triggering their Required Beginning Date, if later.

All other provisions of the Plan shall remain in full force and effect.

IN WITNESS WHEREOF, the Employer has caused this Amendment to be executed this  
\_\_\_\_\_  
day of \_\_\_\_\_, 2025.

ATTEST:

\_\_\_\_\_  
Executive Director

LEHIGH AND NORTHAMPTON  
TRANSPORTATION AUTHORITY

BY: \_\_\_\_\_  
Chairman

(Corporate Seal)

MINUTES OF A MEETING  
OF THE BOARD OF DIRECTORS OF  
LEHIGH AND NORTHAMPTON TRANSPORTATION AUTHORITY

A regular meeting of the Board of Directors of Lehigh and Northampton Transportation Authority, was held at the principal office and place of business of the corporation in Allentown, Pennsylvania on the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_.

The requisite number of Directors having been represented, a quorum was declared present.

Upon motion duly made, seconded and unanimously carried, it was

RESOLVED, that effective as of January 1, 2026 the Lehigh and Northampton Transportation Authority Union Employees' Pension Plan shall be amended to revise the definition of the Required Beginning Date and to conform relevant portions of the Plan to the revised definition.

Upon motion duly made, seconded and unanimously carried, the meeting was adjourned.

CERTIFICATION

The undersigned, being the duly elected and qualified Secretary of Lehigh and Northampton Transportation Authority, hereby certifies that the above is a true and correct copy of the minutes of the Board of Directors of Lehigh and Northampton Transportation Authority, which meeting was held at the principal office of the corporation in Allentown, Pennsylvania.

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Secretary

(Corporate Seal)

## ACTUARIAL SERVICES AGREEMENT

**THIS AGREEMENT** is made as of this 11<sup>th</sup> day of November, 2025, by and between the **LEHIGH AND NORTHAMPTON TRANSPORTATION AUTHORITY** (herein referred to as the "Client") and **FOSTER & FOSTER CONSULTING ACTUARIES, INC.** (herein referred to as the "Actuary").

### WITNESSETH

**WHEREAS**, Client desires to obtain actuarial services to assist with their defined benefit pension programs; and

**WHEREAS**, Actuary is staffed with personnel who are knowledgeable and experienced in providing professional actuarial and consulting services, having provided them for the Client for many years; and

**WHEREAS**, Actuary desires to provide these services to Client and Client desires the Actuary to provide these services.

**NOW, THEREFORE**, in consideration of the mutual covenants and agreements herein contained, it is hereby agreed by and between the parties as follows:

1. The above and foregoing recitals are true and correct.
2. The Actuary shall provide actuarial services for the Client, including regular valuations of the two pension programs and other services, as directed by Client staff. Known projects are included in the attached Schedule A. All projects and timing will be agreed upon with the Client before work commences.
3. The charges to prepare the services are included in the attached Schedule B.
4. The Client shall deliver to the Actuary all employee and financial data and any such further information as the Actuary shall deem necessary from time to time in order to complete the job.
5. Actuary acknowledges that the data provided by the Client or its designee in

connection with this Agreement is the property of the Client and as such will be promptly returned to the Client upon termination of this Agreement. Actuary agrees that it will take all reasonable precautions to safeguard the confidentiality of such data and that both during and after the term of this Agreement it will not reveal in any manner the contents of such data to any third person without first obtaining the written consent of the Client. The foregoing obligation of confidentiality will not apply to information which is (i) in the public domain, or comes into the public domain through no fault of Actuary; (ii) known to Actuary before disclosure or subsequently independently developed by Actuary without use of, or reference to such information; (iii) disclosed by Actuary to a third person under no obligation of confidentiality to Client; or (iv) required to be disclosed under any applicable law, regulation, auditing procedure or court action in its promotional literature without the prior written consent of the Client.

6. This agreement may be terminated by the Client on thirty (30) days' written notice, or by the Actuary on ninety (90) days' written notice with or without cause. In the event of a termination, the Actuary agrees to promptly turn over to any party designated by the Client, all records, reports, or documents belonging to the Plans and in possession of the Actuary.
7. This Agreement is for professional services and may not be assigned or transferred, in whole or in part, without the prior express written consent of the other party.
8. This Agreement is entered into subject to all applicable Federal and Commonwealth of Pennsylvania laws, rules and regulations, all of which are hereby incorporated by reference. Any disputes arising under this Agreement shall be resolved in accordance with the laws of the Commonwealth of Pennsylvania without regard to its conflict of laws principles, and venue shall lie in the appropriate State or Federal Court located in Lehigh County, Pennsylvania.

9. This Agreement constitutes the entire agreement between the parties. No amendment, change or modification shall be valid or binding unless same shall be in writing and executed by the parties.

**IN WITNESS WHEREOF**, the parties have caused this Agreement to be duly executed this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

**FOSTER & FOSTER CONSULTING  
ACTUARIES, INC.**

By: \_\_\_\_\_  
Name: Jonathan Davidson  
Title: Chief Legal Officer

**LEHIGH AND NORTHHAMPTON  
TRANSPORTATION AUTHORITY**

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

## **SCHEDULE A – SUMMARY OF SERVICES**

### In-Scope Services

Actuarial services will be provided for the following pension plans sponsored by the Client:

- Non-Union Employees' Pension Plan
- Union Employees' Pension Plan

The recurring, in-scope services provided for these pension plans are as follows:

1. Full actuarial valuation completed in odd calendar years (next round in 2027)
2. Annual fiscal year end GASB 67/68 accounting disclosure report
3. Annual member certificates
4. Preparation of Act 205 and MMO filings
5. Attendance at quarterly meetings

### Out-of-Scope Services

Other out-of-scope services could include:

1. Benefit calculations
2. Experience study to review valuation assumptions
3. Cost studies / projections

## **SCHEDULE B – FEE SCHEDULE**

The calendar year fees for the in-scope services outlined in Schedule A are as follows:

	<b>2026</b>	<b>2027</b>
Non-Union Employees' Pension	\$10,000	\$16,500
Union Employees' Pension	\$10,000	\$16,500

Standard benefit calculations are charged at \$250 per calculation. Other out-of-scope services will be billed at the hourly rates in place at the point of service. The rates for 2026 are shown below:

	<b>2026</b>
Senior Actuarial Consultant	\$410
Actuarial Consultant	\$360
Actuarial Analyst	\$325
Administrative / Clerical	\$150

## Exhibit A

### Schedule of Fees

**Period: January 1, 2026 – December 31, 2026**

Marquette Associates, Inc. has agreed to provide Client with investment management services as described in the Investment Management Agreement dated *January 1, 2020* (the “Agreement”). For purposes of Article VI(1) of the Agreement, Marquette’s annual fee for the above-referenced period shall be:

0.50% first \$10 million, 0.35% next \$10 million, 0.20% thereafter

*The fee schedule will be applied to the aggregated assets of both the LANta Non-Union employees Pension Plan and the LANta Union Employees Pension Plan. The fee will be calculated using the Custodian’s quarter end market value.*

Marquette’s fees are billed quarterly, in arrears, and are payable immediately. All payments by Client under this Agreement, shall be made by electronic funds transfer (EFT). Instructions will be included with each invoice.

ACKNOWLEDGED:

Marquette Associates, Inc.

By: \_\_\_\_\_

Brian Wrubel

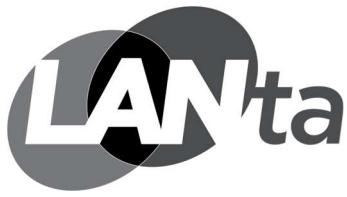
President & CEO

By: \_\_\_\_\_

Name: Owen O’Neil

Title: Executive Director

Date:



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**Service Support & Planning Committee  
Agenda  
November 11, 2025**

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1. Call to Order
2. Roll Call
3. Public Comment
4. Service Support & Planning Dashboard Report
5. Report on Initiatives
  - A. Communications & Outreach Efforts
  - B. Service Planning Update
    - i. Proposed January 2026 Service Changes
  - C. Land Development Outreach and Bus Stop Infrastructure Update
6. Adjournment



## Service Support & Planning Dashboard - July - September 2025

Tuesday, November 11, 2025

LANtaBus MAINTENANCE FIGURES				
	%	Required	On-time	Benchmark
Vehicle Availability - percent pull outs made	100%			
Vehicle Availability - Number of road failures	73			
	Current Q	Benchmark		
Revenue Miles between Road Failure	12,497	10,000		