



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

Agenda

February 3, 2026

Finance Committee

1. Call to Order
2. Roll Call
3. Public Comment
4. Review and Forward to Board – Financial Statements December 2025 subject to audit
5. Actions
 - A. Consideration for Forward to Board - Corrected Non-Union Pension Fund 2026 MMO
 - B. Consideration for Forward to Board - LANtaBus Fare Modification
6. Adjournment

Administration & Safety Committee

1. Call to Order
 2. Administration & Safety Dashboard
 3. Procurements
 - A. None
 4. Actions
 - A. Consideration for Forward to Board – LANTA 2026-2030 Equal Employment Opportunity Program
 5. Report on Initiatives
 - A. Update – Fuel Emergency Schedule Implementation
 6. Other Items
 7. Adjournment
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LANtaBus December 2025 Financials

Revenues

Current revenues total \$1,782,486. This represents a 0.04% increase from the current budget projection of \$1,781,843.

Passenger Revenue

Current passenger fare revenue is below budget projections by 95,625 and is representative of a 6.26% budget variance.

The fare revenue collected thru December 31st is \$2,771.40 below the GFI stated revenue collected, a 0.38% variance. GFI industry standards state an anticipated variance of +/- 0.5 percent is reasonable.

DAILY REVENUE ANALYSIS				
DATE	GFI AMOUNT	FISCAL YEAR 2026		%
		ACTUALLY COUNTED	DIFFERENCE	
JULY	\$ 125,661.19	\$ 125,503.60	(157.59)	-0.13%
AUGUST	\$ 136,896.01	\$ 134,049.08	(2,846.93)	-2.08%
SEPTEMBER	\$ 126,605.60	\$ 129,190.51	2,584.91	2.04%
OCTOBER	\$ 128,417.96	\$ 123,788.80	(4,629.16)	-3.60%
NOVEMBER	\$ 107,493.10	\$ 111,728.97	4,235.87	3.94%
DECEMBER	\$ 102,320.15	\$ 100,361.65	(1,958.50)	-1.91%
JANUARY		-	-	#DIV/0!
FEBRUARY		-	-	#DIV/0!
MARCH		-	-	#DIV/0!
APRIL		-	-	#DIV/0!
TOTALS	727,394.01	724,622.61	(2,771.40)	-0.38%

Special Transit Fares

This category includes revenues paid by Amazon, Fedex, and various local colleges who pay a special reduced fare for a reason other than quantity discounts. This line item also includes the Revenue Service Agreement between Allentown School District and LANTA. Currently revenues are outpacing the current year budget projection of \$189,625 by \$89,557, a 47.23% budget variance.

Total Expenses

Collectively, operating expenditures are below current budget projections by \$3,004,156, a 11.9% budget variance.

Labor & Fringes

Labor & Fringes are below current budget projections by \$1,965,446, a 10.54% budget variance.

Interest

Interest is above current budget projections by \$29,975, due to cash flow constraints and the use of the Line of Credit.

Casualty & Liability Insurance

Casualty & Liability Insurance is below current budget projections by \$262,336, a 37% budget variance. We do have approximately \$6,800 ADDT'L in damage loss recovery over last fiscal year.

Leases & Rentals

Leases & Rentals are above current budget projections by \$14,045, a 47.5% budget variance. The expenses are in line with previous fiscal year.

LANTA Bus
Income Statement Summary
For the Period December 31, 2025

	Fiscal Year 2026				YTD Budget Variance	
	PTD		YTD		Favorable (Unfavorable)	
	Actual	Budget	Actual	Budget	Amount	Percent
Revenue						
Passenger Fares	223,179	254,411	1,430,843	1,526,468	(95,625)	-6.26%
Special Transit Fares	31,140	31,604	279,182	189,625	89,557	47.23%
Auxiliary Transportation Revenue	10,000	10,000	60,000	60,000	-	0.00%
NonTransportation Revenue	515	958	12,462	5,750	6,712	0.00%
Total Revenue	264,834	296,974	1,782,486	1,781,843	644	0.04%
Expenses						
Labor	1,654,195	1,699,422	10,075,639	10,190,532	20,381,064	1.13%
Fringe Benefits	1,042,753	1,409,028	6,603,616	8,454,169	16,998,338	21.89%
Total Labor and Fringes	2,696,948	3,107,450	16,679,255	18,644,701	37,289,402	10.54%
Services	225,774	238,046	1,333,097	1,428,277	2,856,553	6.66%
Fuel	136,829	127,733	702,734	786,400	1,532,800	8.31%
Tires & Tubes	16,621	12,250	90,852	73,497	146,994	-23.61%
Materials & Supplies	200,818	225,480	1,034,629	1,352,881	2,705,762	23.52%
Utilities	93,273	77,950	402,849	467,700	935,400	13.87%
Casualty & Liability	245,026	117,174	440,709	703,045	1,406,089	37.31%
Taxes	1,864	2,071	11,291	12,425	24,850	9.13%
Purchase of Transportation	215,066	253,931	1,319,161	1,523,585	3,047,169	13.42%
Miscellaneous	12,758	39,634	147,558	237,802	475,604	37.95%
Interest	3,487	1,275	37,625	7,650	15,300	-391.83%
Leases & Rentals	6,856	4,925	43,595	29,550	59,100	-47.53%
Total Expenses	3,855,320	4,207,919	22,243,355	25,247,512	50,495,023	11.90%
Gross Surplus (Deficit)	(3,590,485)	(3,910,945)	(20,460,869)	(23,465,669)	3,004,156	12.81%
Subsidy						
Local Subsidy	117,782	117,883	707,295	707,295	0	0.00%
State Subsidy	2,047,118	2,154,356	11,432,162	12,926,136	1,493,974	11.56%
State Subsidy - PY	682,373	852,422	3,810,721	5,114,533	1,303,812	25.48%
Federal Subsidy	90,557	717,118	-	4,302,706	4,302,706	100.00%
Federal Subsidy - ADA	47,127	-	557,676	-	(557,676)	#DIV/0!
Federal Subsidy - Safety & Sec	87,674	69,167	282,733	-	(282,733)	#DIV/0!
Federal Subsidy - VOH	504,558	-	165,935	415,000	249,065	60.02%
Federal Subsidy - PM	13,297	-	3,431,766	-	(3,431,766)	#DIV/0!
Federal Subsidy - Tire Lease			72,582	-	(72,582)	#DIV/0!
Total Subsidy	3,590,485	3,910,945	20,460,869	23,465,669	3,004,800	12.81%
Surplus (Deficit)	-	-	-	-	-	0.00%

Revenue and Expense Detail - By Program

LANTA Bus

July 1, 2025 thru December 31, 2025

	Operations	Maintenance	Facilities Maintenance	General Administration	Total
Salaries & Wages	\$ 6,687,651.25	\$ 1,240,545.26	\$ 148,298.44	\$ 1,999,143.69	\$ 10,075,638.54
Fringe Benefits	\$ 4,618,099.76	\$ 856,647.81	\$ 83,051.07	\$ 1,045,817.61	\$ 6,603,616.24
Services	\$ 583,260.84	\$ 234,705.11	\$ 118,782.61	\$ 396,348.79	\$ 1,333,097.35
Materials & Supplies	\$ 22,505.84	\$ 949,684.43	\$ 25,496.02	\$ 36,942.90	\$ 1,034,629.19
Fuel	\$ 629,273.27	\$ 73,460.63	\$ -	\$ -	\$ 702,733.90
Tires and Tubes	\$ 90,852.18	\$ -	\$ -	\$ -	\$ 90,852.18
Utilities	\$ -	\$ -	\$ -	\$ 402,849.35	\$ 402,849.35
Insurance	\$ -	\$ -	\$ -	\$ 440,708.70	\$ 440,708.70
Taxes	\$ 1,521.96	\$ -	\$ -	\$ 9,769.05	\$ 11,291.01
Purchased Transportation	\$ 145,473.12	\$ -	\$ -	\$ 1,173,687.40	\$ 1,319,160.52
Miscellaneous Expense	\$ 8,796.74	\$ 34,523.11	\$ -	\$ 104,238.32	\$ 147,558.17
Interest Expense	\$ -	\$ -	\$ -	\$ 37,624.82	\$ 37,624.82
Leases	\$ -	\$ 2,458.00	\$ -	\$ 41,137.38	\$ 43,595.38
Total Expenditures	\$ 12,787,434.96	\$ 3,392,024.35	\$ 375,628.13	\$ 5,688,267.91	\$ 22,243,355.35

Revenue					
Passenger Fares	\$ 1,430,842.88			\$ 1,430,842.88	
Special Route Guarantees	\$ 279,181.79			\$ 279,181.79	
Advertising Commissions	\$ 60,000.00			\$ 60,000.00	
Rental Income				\$ -	
Investment Income	\$ 811.02			\$ 811.02	
Non-Transportation Income	\$ 11,650.61			\$ 11,650.61	
Total Revenue	\$ 1,782,486.30	\$ -	\$ -	\$ -	\$ 1,782,486.30

Gross Surplus/(Deficit)	\$ (11,004,948.66)	\$ (3,767,652.48)	lumped together	\$ (5,688,267.91)	\$ (20,460,869.05)
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Federal Subsidy					
Tire Lease		\$ 72,581.75		\$ 72,581.75	
ADA	\$ 557,676.26			\$ 557,676.26	
Safety & Security	\$ 282,733.12			\$ 282,733.12	
Preventative Maint	\$ 686,353.29	\$ 2,745,413.18		\$ 3,431,766.47	
VOH - Labor		\$ 42,596.87		\$ 42,596.87	
VOH - Parts		\$ 123,337.82		\$ 123,337.82	
State Subsidy				\$ -	
Tire Lease		\$ 15,142.33		\$ 15,142.33	
ADA	\$ 116,184.88			\$ 116,184.88	
Safety & Security	\$ 282,733.12			\$ 282,733.12	
Preventative Maint	\$ 214,489.70	\$ 500,475.96		\$ 714,965.65	
VOH - Labor		\$ 42,596.85		\$ 42,596.85	
VOH - Parts		\$ 25,695.89		\$ 25,695.89	
State Operating Assistance	\$ 8,435,039.20	\$ 69,885.44		\$ 5,540,628.88	\$ 14,045,563.52
Local Subsidy				\$ -	
Tire Lease		\$ 3,128.10		\$ 3,128.10	
ADA	\$ 23,234.20			\$ 23,234.20	
Preventative Maint	\$ 22,876.15	\$ 120,099.80		\$ 142,975.95	
VOH - Parts		\$ 5,138.57		\$ 5,138.57	
Local Operating Assistance	\$ 383,628.74	\$ 1,549.93		\$ 147,639.03	\$ 532,817.70
Total Subsidy by Expense Class	\$ 11,004,948.67	\$ 3,767,652.48	\$ -	\$ 5,688,267.91	\$ 20,460,869.05

Surplus/(Deficit)	\$ 0.00	\$ (0.00)	\$ -	\$ (0.00)	\$ (0.00)
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\$ -
\$ (0.00) difference

LANtaVan December 2025 Financials

Total Revenues

Year to date revenues total \$4,911,672. This represents a 8.8% decrease from the current budget projection of \$5,386,045.

Passenger Fare Revenue

LANtaVan Passenger Revenues are below budget projections by 18.7%

	<u>FY26 thru December</u>	<u>FY25 thru December</u>
ADA	\$ 75,856.00	\$ 90,104.10
ARC FF	\$ 30,737.15	\$ 27,340.45
CFY FF	-	
Gen Pub	\$ 2,398.30	\$ 3,662.00
GMCO	-	\$ 82.70
GSR FF	\$ 2,104.95	
HH FF	\$ 234.80	\$ 124.05
Lottery	\$ 115,872.90	\$ 119,080.80
LPH FF	-	
NUR	\$ 2,523.15	\$ 3,272.15
PWD	\$ 16,024.40	\$ 18,963.10
RHD FF	\$ 9,212.65	
SBS FF	-	
Total	\$ 254,964.30	\$ 262,629.35

2.92% DOWN

Local Special Fare Assistance

Collectively, Local Special Fare Assistance has surpassed current budget projections by 12.0%.

Lehigh County Area Agency on Aging \$26,901

Northampton County Area Agency on Aging \$38,449

Americans with Disabilities Act (ADA) \$ 1,071,965

- Total revenue ridership of 18,947 trips, total operating costs of \$ 1,147,833 less \$75,868 in ADA client copays.

Total Expenses

Collectively, operating expenditures are below current budget projections by \$349,414, a 5.1% budget variance.

Labor & Fringes

Labor & Fringes are below current budget projections by 153,433, a 19.3% budget variance.

Leases & Rentals

Leases & Rentals are below current budget projections by \$68,784, a 15.6% budget variance. This is due to a duplicate payment in June 2025 which offset a month's payment in the current fiscal year.

The year-to-date deficit recorded on LANtaVan totals \$1,567,963.

LANTA Van

Income Statement Summary

For the Period Ending December 31, 2025

	Fiscal Year 2026				YTD Budget Variance	
	PTD		YTD		Favorable (Unfavorable)	
	Actual	Budget	Actual	Budget	Amount	Percent
Revenue						
Passenger Fares	39,504	52,298	254,964	313,787	(58,822)	-18.7%
Non-Transportation Revenues	-	-	-	-	-	0.0%
Local Special Fare Assistance	189,748	172,446	1,158,770	1,034,674	124,096	12.0%
State Reimbursements	218,535	323,148	1,510,907	1,938,888	(427,981)	-22.1%
State Special Fare Assistance	314,763	349,783	1,987,031	2,098,697	(111,665)	-5.3%
Total Revenue	762,549	897,674	4,911,672	5,386,045	(474,372)	-8.8%
Expenses						
Labor	52,713	78,235	355,481	469,408	113,927	24.3%
Fringe Benefits	42,170	53,982	284,385	323,891	39,507	12.2%
Total Labor and Fringe Benefits	94,883	132,216	639,865	793,299	153,433	19.3%
Services	17,260	18,713	104,741	112,280	7,539	6.7%
Fuel	66,535	84,658	450,797	507,950	57,153	11.3%
Tires & Tubes	-	-	-	-	-	0.0%
Materials & Supplies	3,235	4,063	27,494	24,375	(3,119)	-12.8%
Utilities	21,308	17,746	97,257	106,475	9,218	8.7%
Casualty & Liability	1,083	1,083	6,500	6,500	(0)	0.0%
Taxes	9,802	9,375	58,813	56,250	(2,563)	-4.6%
Purchase of Transportation Service	734,312	795,549	4,718,096	4,773,296	55,200	1.2%
Miscellaneous	463	1,396	4,608	8,375	3,767	45.0%
Interest	-	-	-	-	-	0.0%
Leases	72,333	73,375	371,466	440,250	68,784	15.6%
Total Expenses	1,021,214	1,138,175	6,479,635	6,829,049	349,414	5.1%
Gross Surplus (Deficit)	(258,664)	(240,501)	(1,567,963)	(1,443,005)	(124,959)	8.7%
Subsidy						
State Subsidy	-	33,754	-	202,526	202,526	100.0%
Federal 5310	-	-	-	-	-	-100.0%
Total Subsidy	-	33,754	-	202,526	202,526	100.0%
Surplus (Deficit)	(258,664)	(206,747)	(1,567,963)	(1,240,479)	327,484	-26.4%

Revenue and Expense Detail - By Program

LANTA Van

7/1/2025 thru 12/31/2025

		ADA		SRR/PWD		MATP		Total
Salaries & Wages	\$	59,836.81	\$	170,557.18	\$	125,086.63	\$	355,480.62
Other Paid Absences	\$	4,786.94	\$	13,644.57	\$	10,006.93	\$	28,438.44
Fringe Benefits	\$	43,082.50	\$	122,801.17	\$	90,062.38	\$	255,946.05
Services	\$	18,267.81	\$	52,070.05	\$	34,403.17	\$	104,741.03
Materials & Supplies	\$	4,627.91	\$	13,191.26	\$	9,674.47	\$	27,493.64
Fuel	\$	75,881.05	\$	216,289.22	\$	158,626.51	\$	450,796.78
Utilities	\$	16,370.88	\$	46,663.10	\$	34,222.72	\$	97,256.70
Insurances	\$	1,094.13	\$	3,118.67	\$	2,287.24	\$	6,500.04
Taxes	\$	9,899.73	\$	28,217.92	\$	20,695.02	\$	58,812.67
Purchased Transportation	\$	850,261.45	\$	2,423,561.48	\$	1,420,074.71	\$	4,693,897.64
MA Reimbursements							\$	-
Miscellaneous Expense	\$	1,196.80	\$	3,411.33	\$	24,197.92	\$	28,806.05
Leases	\$	62,527.51	\$	178,226.67	\$	130,711.44	\$	371,465.62
Total Expenditures	\$	1,147,833.52	\$	3,271,752.62	\$	2,060,049.14	\$	6,479,635.28
Passenger Fares	\$	75,868.00	\$	106,078.40			\$	181,946.40
Program Reimbursements								
Lottery - Shared Ride			\$	1,420,011.35			\$	1,420,011.35
Lottery - PWD			\$	90,895.60			\$	90,895.60
Area Agency on Aging			\$	65,000.99			\$	65,000.99
MATP - Lehigh County			\$	48,084.00	\$	1,207,486.31	\$	1,255,570.31
MATP - Northampton County			\$	24,933.90	\$	779,544.94	\$	804,478.84
Total Program Reimbursements			\$	1,575,907.94	\$	2,060,049.14	\$	3,635,957.09
Gross Surplus/(Deficit)	\$	(1,071,965.52)	\$	(1,589,766.28)	\$	-	\$	(2,661,731.80)
Subsidy								
State Operating Assistance - CER			\$	21,803.05			\$	21,803.05
ADA - Federal/State/Local	\$	643,179.31					\$	643,179.31
ADA - PM	\$	428,786.21					\$	428,786.21
Federal 5310							\$	-
State Operating Assistance - Reserves							\$	-
Total Subsidy by Program	\$	1,071,965.52	\$	21,803.05			\$	1,093,768.57
Surplus/(Deficit)	\$	-	\$	(1,567,963.23)			\$	(1,567,963.23)

Carbon December 2025 Financials

Total Revenues

Year to date revenues total \$782,185. This represents a 16.6% decrease from the current budget projection of \$937,672.

Passenger Fare Revenue

Carbon Passenger Revenues are below budget projections by 12.6%

Paratransit \$13,464 versus \$15,600 (FY24) Down 13.69% over last fiscal year

Fixed Route \$1088 versus \$1800 (FY24) Down 39.55% over last fiscal year

Fall Foliage \$25,750.24 (2025) up from \$15,060 (FY24) Up 70.9% over last fiscal year

Total Expenses

Collectively, operating expenditures are below current budget projections by \$66,575, a 5.0% budget variance.

Labor & Fringes

Labor & Fringes are below current budget projections by 71,248, a 24.5% budget variance.

The year-to-date deficit recorded on Carbon Transit totals \$317,476.

Carbon Transit

Income Statement Summary

For the Period Ending December 31, 2025

	Fiscal Year 2026				YTD Budget Variance	
	PTD		YTD		Favorable (Unfavorable)	
	Actual	Budget	Actual	Budget	Amount	Percent
Revenue						
Passenger Fares	2,994	5,969	40,316	35,812	4,505	12.6%
Non-Transportation Revenues	-	175	-	1,050	(1,050)	0.0%
Local Special Fare Assistance	11,849	8,397	86,524	50,381	36,144	71.7%
State Reimbursements	18,557	30,160	119,547	180,959	(61,411)	-33.9%
State Special Fare Assistance	82,583	111,579	535,797	669,471	(133,674)	-20.0%
Total Revenue	115,983	156,279	782,185	937,672	(155,486)	-16.6%
Expenses						
Labor	17,598	28,639	121,748	171,832	50,083	29.1%
Fringe Benefits	14,079	19,761	97,399	118,564	21,165	17.9%
Total Labor and Fringe Benefits	31,677	48,399	219,147	290,395	71,248	24.5%
Services	1,948	2,129	12,015	12,775	760	6.0%
Fuel	10,052	9,238	66,500	55,429	(11,071)	-20.0%
Tires & Tubes	-	-	-	-	-	0.0%
Materials & Supplies	715	1,167	4,223	7,000	2,777	39.7%
Utilities	1,846	2,333	10,853	14,000	3,147	22.5%
Casualty & Liability	-	-	-	-	-	0.0%
Taxes	-	-	-	-	-	0.0%
Purchase of Transportation Service	147,842	153,139	922,662	918,832	(3,831)	-0.4%
Miscellaneous	27	29	169	175	6	3.5%
Interest	(234)	-	(1,121)	-	1,121	0.0%
Leases & Rentals	4,180	4,583	25,082	27,500	2,418	8.8%
Total Expenses	198,054	221,018	1,259,530	1,326,106	66,575	5.0%
Gross Surplus (Deficit)	(82,071)	(64,739)	(477,345)	(388,434)	(88,911)	-22.9%
Subsidy						
Local Subsidy	4,450	4,450	26,700	26,701	1	0.0%
State Subsidy	23,948	29,668	133,169	178,007	44,838	25.2%
Federal Subsidy	-	8,546	-	51,278	51,278	100.0%
Total Subsidy	28,398	34,118	159,869	255,985	44,839	17.5%
Surplus (Deficit)	(53,673)	(30,621)	(317,476)	(132,449)	(185,027)	139.7%

Revenue and Expense Detail - By Program

Carbon Transit
7/1/2025 thru 12/31/2025

	Fixed Route	ADA	SRR/PWD	MATP	Total
Salaries & Wages	\$ 4,297.72	\$ 9,035.54	\$ 52,469.15	\$ 55,946.08	\$ 121,748.49
Fringes	\$ 3,438.18	\$ 7,228.43	\$ 41,975.31	\$ 44,756.86	\$ 97,398.78
Services - General Admin	\$ 110.40	\$ 950.44	\$ 5,519.18	\$ 5,434.85	\$ 12,014.87
Services - Maintenance					
Materials & Supplies					
Fuel	\$ 7,623.43	\$ 324.89	\$ 1,886.61	\$ 2,011.63	\$ 4,223.13
Utilities	\$ 63.30	\$ 4,529.39	\$ 26,302.05	\$ 28,044.99	\$ 66,499.86
Purchased Transportation	\$ 145,380.82	\$ 830.03	\$ 4,819.96	\$ 5,139.37	\$ 10,852.66
Mileage Reimbursement		\$ 57,505.80	\$ 333,934.70	\$ 380,296.07	\$ 917,117.39
Miscellaneous Expense				\$ 5,544.81	\$ 5,544.81
Interest Expense		\$ 13.00	\$ 75.48	\$ 80.48	\$ 168.96
Leases	\$ 250.80	\$ 1,910.31	\$ 11,093.12	\$ 11,828.23	\$ 25,082.46
Total Expenditures	\$ 161,164.65	\$ 82,327.83	\$ 478,075.56	\$ 539,083.37	\$ 1,260,651.41
Passenger Fares	\$ 174.75	\$ 2,409.00	\$ 34,446.49		\$ 37,030.24
Program Reimbursements					
Lottery - Shared Ride		\$	\$ 103,853.00		\$ 103,853.00
Lottery - PWD		\$	\$ 15,694.40		\$ 15,694.40
MATP		\$	\$ 3,286.05	\$ 535,797.32	\$ 539,083.37
Area Agency on Aging		\$	\$ 6,605.30		\$ 6,605.30
ADA					\$ -
Investment Income	\$ 1,120.98				\$ 1,120.98
Total Program Reimbursements	\$ 1,120.98	\$	\$ 126,152.70	\$ 539,083.37	\$ 666,357.05
Gross Surplus/(Deficit)	\$ (159,868.92)	\$ (79,918.83)	\$ (317,476.37)	\$ -	\$ (557,264.12)
Subsidy					
Local Operating Assistance	\$ 26,700.00				\$ 26,700.00
State Operating Assistance - CT	\$ 133,168.92				\$ 133,168.92
State Operating Assistance - Reserves					\$ -
Federal Operating Assistance - ADA	\$	\$ 79,918.83			\$ 79,918.83
Total Subsidy by Program	\$ 159,868.92	\$ 79,918.83	\$ -		\$ 239,787.75
Surplus/(Deficit)	\$ -	\$ -	\$ (317,476.37)	\$ -	\$ (317,476.37)



Memorandum

To: LANTA Board of Directors
From: Darryl Lightner, Communications & Strategic Initiatives Manager
Date: February 3, 2026
Cc: Owen O'Neil, Executive Director
Re: Approval of Proposed Fare Adjustment and Title VI Fare Equity Analysis

BACKGROUND

Act 89 requires transit agencies to regularly evaluate system performance, financial sustainability, and fare policies as part of responsible stewardship of public funds.

Since the last fare adjustment, LANTA has experienced sustained increases in operating costs, including fuel, maintenance, insurance, labor, and contracted services. These increases have been driven largely by inflation and market conditions. Act 89 funding levels are set by a statutory formula and do not automatically increase to keep pace with inflation, requiring periodic system and fare evaluations.

The proposed fare adjustment is intended to maintain service reliability, support system sustainability, and ensure compliance with state and federal funding expectations.

The proposed fare changes were evaluated as a single, combined action and include:

- Increases to fare products, including Single Ride, 3-Hour Pass, Day Pass, 31-Day Pass, Reduced Fare, and ADA Paratransit fare
- Elimination of transfer tickets on board

Proposed Fare Adjustment

Fare Type	Current Fare	Proposed Fare	Increase (\$)	Increase (%)
Single Ride	\$2.00	\$2.50	\$0.50	25%
3-Hour Pass	\$2.00	\$2.50	\$0.50	25%
Day Pass	\$4.00	\$5.00	\$1.00	25%
31-Day Pass	\$60.00	\$70.00	\$10.00	16.7%
ADA Fare	\$4.00	\$4.50	\$0.50	10%

These proposed adjustments reflect increases that help maintain system sustainability while remaining affordable for riders.

LANTA conducted a Fare Equity Analysis in accordance with Title VI of the Civil Rights Act of 1964 and FTA Circular 4702.1B to determine whether the proposed fare changes would result in:

- A disproportionate impact on minority populations, or
- A disparate burden on low-income populations

Public Participation

In addition to the Fare Equity analyses, LANTA held a public meeting on January 14th, 2026, at 6 PM at 60 W. Broad St., Bethlehem, PA, to allow public participation in discussing these changes.

We also opened a public comment period and conducted a survey to gather specific Increase comment period ran from December 12, 2025, through January 14, 2026. These efforts were conducted in accordance with LANTA's Public Participation Policy and all applicable advertising and outreach requirements in accordance with FTA Circular 4702.1B (Title VI Requirements and Guidelines).

In total, LANTA received 25 official comments regarding this increase.

The analysis utilized data from the 2025 LANTA Annual Rider Survey, which received 1,092 responses. LANTA applied its adopted 15% threshold for determining impacts.

Findings:

- No disproportionate impact on minority populations was identified.
- No disparate burden on low-income populations was identified.

Based on these findings, the proposed fare changes comply with Title VI requirements. LANTA will continue to implement mitigation strategies, including expanded smart card distribution, multiple fare purchase options, outreach, and support for the reduced-fare program.

Staff recommend that the Board approve the proposed fare adjustment, as it:

- Aligns with Act 89 requirements for ongoing system and financial evaluation
- Addresses inflationary operating cost increases
- Maintains the long-term sustainability of transit service
- Comply with Title VI equity requirements



FTA Title VI Fare Equity Analysis

Executive Summary

LANTA conducted a Fare Equity Analysis in accordance with Title VI of the Civil Rights Act and Federal Transit Administration (FTA) requirements to evaluate whether proposed fare changes would result in a disproportionate impact on minority populations or a disparate burden on low-income populations.

The analysis is based on data from the 2025 LANTA Annual Rider Survey, conducted from October 13, 2025, through November 17, 2025, and yielding 1,092 responses. Minority populations were defined as individuals identifying as non-White, and low-income populations were defined as households with annual incomes below \$20,000. LANTA adopted a 15% threshold for determining disproportionate impact and disparate burden.

Based on the analysis, the proposed fare changes do not result in a disproportionate impact on minority populations or a disparate burden on low-income populations under LANTA's adopted thresholds. While some rider groups are more likely to use certain fare products or payment methods, none of the measured differences exceed the 15% threshold. LANTA will continue to implement mitigation strategies to ensure equitable access to fare products and payment options.

Purpose of Analysis

This Fare Equity Analysis has been conducted in accordance with Title VI of the Civil Rights Act of 1964 and Federal Transit Administration (FTA) requirements. The purpose of this analysis is to evaluate whether proposed fare changes result in a disproportionate impact on minority populations or a disparate burden on low-income populations, and to identify appropriate mitigation where necessary.

Proposed Fare Changes Evaluated

This analysis evaluates the following fare actions as a single, combined fare change, which are proposed to be implemented concurrently:

- Increase to base-fare products (Single Ride and 3-Hour Pass, 31-Day Pass, ADA base fare and Reduced Fare)
- Elimination of transfer tickets.
- Reduce availability of onboard fare purchases, with increased reliance on mobile app, smart cards, online purchases, and customer service locations.

Fare Table: Current vs. Proposed

Fare Product	Current Fare	Proposed Fare	Dollar Change	Percent Change
Single Ride	\$2.00	\$2.50	+\$0.50	+25%
3-Hour Pass	\$2.00	\$2.50	+\$0.50	+25%
Day Pass	\$4.00	\$5.00	+\$1.00	+25%
31-Day Pass	\$60.00	\$70.00	+\$10.00	+16.7%
Senior	No Change	No Change	\$0.00	0%
Reduced	\$1.00	\$1.25	+\$0.25	+25%
Student	No Change	No Change	\$0.00	0%
ADA Paratransit	\$4.00	\$4.40	+\$0.40	+0.10%

Only fare products experiencing a change are evaluated for equity impacts. Products with no price change are included for transparency.

ADA Paratransit fares apply to LANTaVan passengers and are evaluated separately from fixed-route fare products, consistent with ADA and Title VI requirements.

Data Sources

The analysis is based on the following data source:

- **LANTA Annual Rider Survey 2025**

Survey Details:

- Survey launch date: *October 13, 2025*
- Survey close date: *November 17, 2025*
- Total responses received: **1,092**

The survey collected rider-reported information on race/ethnicity, household income, fare product usage, and payment method. This dataset is used as a proxy for identifying populations most likely to be affected by the proposed fare changes.

Population Definitions

Minority Population

Minority individuals are defined as those identifying as **non-White**, including individuals who identify as:

- Black or African American
- Hispanic or Latino
- Asian
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander

Low-Income Population

Low-income individuals are defined as those living in households with an annual income **below \$20,000**.

These definitions are applied consistently throughout the analysis.

Impact Thresholds

LANTA has established the following thresholds for determining impacts:

- **Disproportionate Impact (Minority):** A difference of 15 percent or more between minority and non-minority populations
- **Disparate Burden (Low-Income):** A difference of 15 percent or more between low-income and non-low-income populations

Thresholds were defined prior to conducting the analysis.

Analysis Methodology

The analysis evaluates impacts using two primary measures:

1. **Fare Product Exposure** – the likelihood that a rider uses fare products affected by the fare increase.
2. **Fare Purchase Method Exposure** – the likelihood that a rider pays fares onboard, used as a proxy for exposure to reduced onboard purchase availability

Comparisons are made between:

- Minority vs. non-minority riders
 - Low-income vs. non-low-income riders
-

Findings

Disproportionate Impact Analysis (Minority vs. Non-Minority)

Table 1: Minority Disproportionate Impact Evaluation – All Fare Products

Fare Product	Minority Riders	Non-Minority Riders	Percentage Point Difference	Threshold (15%)	Impact Identified
Single Ride	24.6%	20.1%	+4.5%	15%	No
3-Hour Pass	17.3%	13.8%	+3.5%	15%	No
Day Pass	30.5%	32.1%	-1.6%	15%	No
31-Day Pass	11.8%	15.4%	-3.6%	15%	No
Reduced Fare	8.9%	5.7%	+3.2%	15%	No
Senior Fare	6.9%	12.9%	-6.0%	15%	No

Finding: No disproportionate impact on minority populations was identified for any fare product, as no measured differences exceeded the 15% threshold.

Disparate Burden Analysis (Low-Income vs. Non-Low-Income)

Table 2: Low-Income Disparate Burden Evaluation – All Fare Products

Fare Product	Low-Income Riders	Non-Low-Income Riders	Percentage Point Difference	Threshold (15%)	Burden Identified
Single Ride	22.1%	26.4%	-4.3%	15%	No
3-Hour Pass	11.0%	17.5%	-6.5%	15%	No
Day Pass	29.8%	31.1%	-1.3%	15%	No
31-Day Pass	9.3%	18.7%	-9.4%	15%	No
Reduced Fare	16.9%	3.5%	+13.4%	15%	No
Senior Fare	6.2%	11.8%	-5.6%	15%	No

Finding: No disparate burden on low-income populations was identified for any fare product. While reduced-fare usage among low-income riders approaches the threshold, it does not exceed LANTA's adopted standard.

2. Fare Purchase Method Impact (Onboard Payment Proxy)

Low-Income vs. Non-Low-Income Riders

- Low-income riders paying onboard: **49.5%**
- Non-low-income riders paying onboard: **35.9%**
- Difference: **+13.6 percent**

Determination:

The difference does not exceed the 15% disparate burden threshold. While this difference approaches the threshold, it does not constitute a disparate burden under LANTA policy.

Minority vs. Non-Minority Riders

- Minority riders paying onboard: **40.0%**
- Non-minority riders paying onboard: **46.5%**

Determination:

Minority riders are less likely than non-minority riders to pay onboard. **No disproportionate impact** is identified.

Mitigation Measures

Although no disproportionate impact or disparate burden was identified based on adopted thresholds, including for Senior and Reduced Fare categories, LANTA will continue to implement and expand the following mitigation strategies:

- Distribution of ValleyRide smart cards
- Multiple non-cash fare purchase channels (mobile app, online, customer service locations)
- Outreach and education on fare options and payment methods
- Support for reduced-fare and discount programs

These measures are intended to ensure equitable access to fare products and payment options.

Public Outreach

Public outreach and engagement will be conducted in advance of fare adoption and will include:

- Public meetings and comment periods

- Language-accessible materials
 - Documentation of public feedback and agency responses
-

Conclusion

Based on the analysis of available rider survey data and application of LANTA's established Title VI thresholds, the proposed fare changes do not result in a disproportionate impact on minority populations or a disparate burden on low-income populations.

LANTA will continue to monitor fare impacts following implementation and will maintain mitigation strategies to support riders who may face barriers to fare access.



Lehigh and Northampton Transportation Authority

Date: September 9, 2025

To: LANTA Board of Directors

From: Owen O'Neil, Executive Director (Chief Administrative Officer) *Owen P. O'Neil*

Subject: 2026 Minimum Municipal Obligation for the Non-Union Pension Plan

Act 205 of 1984 requires that the “chief administrative officer” of the pension plan inform the “governing board” of the municipality of the Minimum Municipal Obligation for the following year by the last business day in September. This memo, provided under the guidance of Foster & Foster (our plan’s actuary), is intended to satisfy this legal requirement. Questions on our pension costs can either be addressed to me or Foster & Foster at 610-435-9577.

The calculation of the 2026 Minimum Municipal Obligation requires several assumptions relating to projected payroll. The attached 2026 Minimum Municipal Obligation details this determination.

**LANTA
NON-UNION EMPLOYEES' PENSION PLAN
WORKSHEET FOR 2026 MMO**

1. TOTAL ANNUAL PAYROLL (W-2 payroll for 2025)	\$5,945,514
2. TOTAL NORMAL COST PERCENTAGE	7.07%
3. TOTAL NORMAL COST (Item 1 x Item 2)	\$420,348
4. TOTAL AMORTIZATION REQUIREMENT	\$0
5. TOTAL ADMINISTRATIVE EXPENSES (Estimated based on recent experience)	\$28,363
6. TOTAL FINANCIAL REQUIREMENTS (Item 3 + Item 4 + Item 5)	\$448,711
7. TOTAL MEMBER CONTRIBUTIONS (Member Contribution Rate x Item 1)	\$179,347
8. FUNDING ADJUSTMENT	\$ 77,009
9. MINIMUM MUNICIPAL OBLIGATION (Item 6 - Item 7 - Item 8)	\$192,355

Signature of Chief Administrative Officer

Date Certified to Governing Body

Note: The 2026 Minimum Municipal Obligation is based on the most recent Actuarial Valuation Report on January 1, 2025.



Lehigh and Northampton Transportation Authority

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To: LANTA Board of Directors

From: Owen O'Neil, Executive Director (Chief Administrative Officer) *Owen P. O'Neil*

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LANTA (ORIGINAL – INCORRECT)
NON-UNION EMPLOYEES' PENSION PLAN
WORKSHEET FOR 2026 MMO

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2. TOTAL NORMAL COST PERCENTAGE	7.07%
3. TOTAL NORMAL COST (Item 1 x Item 2)	\$420,348
4. TOTAL AMORTIZATION REQUIREMENT	\$0
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6. TOTAL FINANCIAL REQUIREMENTS (Item 3 + Item 4 + Item 5)	\$448,711
7. TOTAL MEMBER CONTRIBUTIONS (Member Contribution Rate x Item 1)	\$179,347
8. FUNDING ADJUSTMENT	\$ 77,009
9. MINIMUM MUNICIPAL OBLIGATION (Item 6 - Item 7 - Item 8)	\$346,373

Signature of Chief Administrative Officer

Date Certified to Governing Body

Note: The 2026 Minimum Municipal Obligation is based on the most recent Actuarial Valuation Report on January 1, 2025.



Administration & Safety Committee Dashboard

Tuesday, February 3, 2026

LANTA employees count as of Tuesday, February 3, 2026 below.

Union Employees	Count	Percentage
Male	151	69.58%
Female	66	30.42%
Total	217	100%
Non-Union Employees		
Male	37	50.00%
Female	37	50.00%
Total	74	100%
All LANTA Employees		
Male	188	64.60%
Female	103	35.40%
Total	291	100%

Open Positions: Currently LANTA has the following open positions:

- None

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

- New employee training Operations and Maintenance – 0
- Recertifications – 1
- Retraining – 2
- Ride-Alongs – 18
- Endorsement Trainings – 0
- Safety Meetings - 2

Lehigh and Northampton Transportation Authority EEO Program 2026-2029

Program Summary



1. Overview

- ▶ Equal Employment Opportunity (EEO) program is a comprehensive plan which entails the Agency's performance in terms of the guidelines as specified by the Equal Employment Opportunity Commission (EEOC).
- ▶ LANTA is required to maintain an Equal Employment Opportunity (EEO) Program and submit the findings to FTA every four years.
- ▶ Current reporting period is from March 2022 to February 2026.
- ▶ This program ensures that the overall employment actions including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay, or other forms of compensation are free from discrimination at any grounds.
- ▶ LANTA is committed to provide Equal Employment Opportunity to all applicants and employees without regard to their demographics and other factors.
- ▶ LANTA ensures that qualifications, skills, competencies and quality of applicants and/or employees are considered rather than demographics and other factors.
- ▶ The EEO Program consist of several required policies and documents.
- ▶ The EEO Program has multiple guiding legislations.

2. Content Description

- ▶ Section One: EEO Policy Statement.
- ▶ Section Two: Dissemination: Internal and External.
- ▶ Section Three: Designation of responsibility: EEO Officer.
- ▶ Section Four: Goals and Timetables.
- ▶ Section Five: Employment Practices: Hires, Training, Promotions, Discipline & Terminations.
- ▶ Section Six: Monitoring and Reporting System.
- ▶ Section Seven: EEO Complaint Process.
- ▶ Section Eight: Appendices.
- ▶ Section Nine: List of Managerial Staff Members
- ▶ Section Ten: Approvals.

3. Appendices

These are the supporting documentation of the EEO Program.

1. Equal Employment Opportunity Policy Statement
2. Utilization Analysis
3. LANTA Organization Chart
4. Union Wage Rates
5. LANTA Employment Application and EEO Form
6. LANTA's Policy for Hiring
7. Staff Employee Performance Review Form
8. LANTA EEO Policy
9. Definitions
10. Staff Corrective Action Process Policy
11. LANTA Employment Practices Spreadsheets

3. Appendices (Continued)

- 12. LANTA-SOP-021: New Hire Orientation - LANTA Maintenance Employees.
- 13. LANTA-SOP-020: New Hire Orientation - LANTA Bus Operators
- 14. Sick Day/Unexcused Absence Policy
- 15. Semi-Annual EEO Training Content for Hiring Managers
- 16. Quarterly EEO Meetings with the Executive Director
- 17. Safe Operation of LANTA Vehicles Policy
- 18. LANTA Utilization Analysis Dashboard

4. Goals and timetables

EMPLOYMENT CATEGORY	GOALS 2022-23	WORK FORCE 2022 NUMBER	%	WORKFORCE 2026 NUMBER	%	GOALS 2026-27	Census Data	GOALS 2030-31
I. ALL EMPLOYEES								
A. MALE	55%	163	65%	189	64%	55%	54%	55%
B. FEMALE	45%	86	35%	104	36%	45%	46%	45%
C. MINORITY	46%	133	53%	203	69%	48%	N/A	55%
II. Service-Maintenance Employees								
A. MALE	56%	103	67%	117	64%	56%	65%	60%
B. FEMALE	44%	51	33%	65	36%	44%	35%	40%
C. MINORITY	51%	95	62%	136	75%	52%	N/A	55%
III. Skilled Craft Workers								
A. MALE	95%	30	100%	35	97%	96%	94%	96%
B. FEMALE	5%	0	0%	1	3%	4%	6%	4%
C. MINORITY	14%	11	37%	23	64%	15%	N/A	55%
IV. Administrative Support								
A. MALE	0%	2	10%	10	28%	10%	23%	20%
B. FEMALE	100%	19	90%	26	72%	90%	77%	80%
C. MINORITY	56%	12	57%	24	67%	56%	N/A	56%
V. Professionals								
A. MALE	42%	16	59%	21	70%	52%	41%	60%
B. FEMALE	58%	11	41%	9	30%	48%	59%	40%
C. MINORITY	15%	11	41%	17	57%	20%	N/A	30%
VI. Officials & Administrators								
A. MALE	53%	12	71%	6	67%	62%	57%	65%
B. FEMALE	47%	5	29%	3	33%	38%	43%	35%
C. MINORITY	20%	8	47%	3	33%	22%	N/A	25%

5. Workforce Minority Analysis Chart

WORKFORCE MINORITY ANALYSIS CHART	
All employees	
Goals established in 2022 for 2025-26, 48% of workforce	Minority Workforce in 2026, 69%
Officials and Administrators	
Goals established in 2022, for 2025-26, 22% of workforce	Minority Workforce in 2026, 33%
Professionals	
Goals established in 2022, for 2025-26, 20% of workforce	Minority Workforce in 2026, 57%
Administrative Support Workers	
Goals established in 2022, for 2025-26, 56% of workforce	Minority Workforce in 2026, 67%
Skilled Craft Workers	
Goals established in 2022, for 2025-26, 15% of workforce	Minority Workforce in 2026, 64%
Service Maintenance Workers	
Goals established in 2022, for 2025-26, 52% of workforce	Minority Workforce in 2026, 75%