

NJ TRANSIT

BOARD ADMINISTRATION COMMITTEE MEETING AGENDA

OPEN TO MEMBERS OF THE PUBLIC

TUESDAY, MARCH 31, 2026

10:00 AM

TWO GATEWAY – 2ND FLOOR BOARD ROOM – NEWARK, NJ

MEETING ATTENDEES ARE REQUIRED TO OBTAIN A GUEST PASS FROM THE 2 GATEWAY SECURITY DESK, GO THROUGH POLICE SECURITY SCREENINGS, AND THEN SIGN IN FOR THE MEETING WITH STAFF AT THE RECEPTION TABLE OUTSIDE THE BOARD ROOM. PLEASE ALLOW EXTRA TIME.

PUBLIC AUDIENCE: Members of the public who cannot participate in person are encouraged to watch the meetings on the corporation's website in real time at www.njtransit.com/board. The meetings will also be video recorded, archived, and made available to the public for subsequent viewing on the corporation's website.

1. PUBLIC COMMENT REGISTRATION:

Members of the public are encouraged to **pre-register in advance to provide public comments**. Members of the public who wish to provide public comments should use the "REGISTER/SUBMIT PUBLIC COMMENTS FOR AN UPCOMING MEETING" form on NJ TRANSIT's website at: https://njtransit.my.salesforce-sites.com/customerservice/site_app#/board_meeting_registration and indicate whether the comment is for the Board Operations and Customer Service Committee Meeting and/or the Board Administration Committee Meeting.

DEADLINE TO PRE-REGISTER IS 9:00 A.M. ON MONDAY, MARCH 30, 2026. We recommend using Microsoft Edge, Google Chrome, Firefox, or Safari for the best experience.

2. PUBLIC COMMENT PROCEDURES:

Each speaker will have three (3) minutes to provide comments.

IN PERSON: Speakers who pre-register and attend the meetings in-person will be given priority and have their comments taken first. In-person speakers who did not pre-register in advance will then be taken on a first-come-first-serve basis.

TELEPHONE: Speakers who pre-register and participate by telephone will follow the in-person speakers. Telephone participants who did not pre-register in advance, and queue to speak, will have their comments taken on a first-come-first-serve basis thereafter.

The toll-free dial-in phone number is 1-800-346-7359 and the conference entry code is 701939. Speakers participating by telephone may begin calling in at 9:30 a.m. to check in with the call proctor for the Board Administration Committee Meeting. Once checked in, participants can press *1 to enter the queue to provide public comments. There will be a brief tone to indicate you have successfully entered the queue. Anyone joining the meeting will be on a “Music Hold” prior to the meeting.

**NJ TRANSIT BOARD
ADMINISTRATION COMMITTEE MEETING
OPEN TO MEMBERS OF THE PUBLIC**

**MARCH 31, 2026 – 10:00 AM
BOARD ROOM – 2ND FLOOR – TWO GATEWAY, 283-299 MARKET STREET,
NEWARK, NEW JERSEY**

PUBLIC COMMENTS ON AGENDA (Three minutes per speaker)

STAFF REPORTS

FINANCIAL UPDATE

PRESENTER: JACQUELINE STAMFORD

DEPARTMENT: JACQUELINE STAMFORD, FINANCE

HUMAN RESOURCES UPDATE

PRESENTER: SAVITA LACHMAN

DEPARTMENT: JIGNASA DESAI-MCCLEARY, ADMINISTRATION & RISK

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION
UPDATE

PRESENTER: CHANELL LEE

DEPARTMENT: CHRISTOPHER IU, GENERAL COUNSEL

FINANCIAL UPDATE



New Jersey Transit
Fiscal Year 2026, Period 8 Financial Report

Summary of Operating Results

Period 8 Year To Date – February 28, 2026 (\$ in millions)

	Fiscal Year-To-Date		Variance		FY25 YTD Actuals	Variance	
	Actuals	Budget	\$	%		\$	%
Revenues							
Farebox Revenue	\$616.6	\$646.3	(\$29.7)	(4.6%)	\$582.4	\$34.2	5.9%
Commercial Revenue	92.9	110.9	(17.9)	(16.2%)	80.7	12.3	15.2%
State Operating Assistance ¹	624.4	555.0	69.4	12.5%	96.7	527.7	NM
NJ Turnpike Authority Funding	313.3	313.3	0.0	0.0%	303.3	10.0	3.3%
Other Grants and Assistance	337.4	380.5	(43.1)	(11.3%)	272.2	65.2	24.0%
Total Operating Revenue	1,984.6	2,005.9	(21.3)	(1.1%)	1,335.3	649.3	48.6%
Expenses							
Labor	698.4	647.7	(50.7)	(7.8%)	634.0	(64.4)	(10.2%)
Fringe Benefits	585.7	554.2	(31.6)	(5.7%)	538.0	(47.7)	(8.9%)
Outside Services	132.1	151.3	19.2	12.7%	128.4	(3.7)	(2.8%)
Fuel & Power	106.5	103.2	(3.3)	(3.2%)	105.4	(1.1)	(1.1%)
Utilities	37.7	35.4	(2.3)	(6.6%)	32.3	(5.4)	(16.7%)
Purchased Transportation	192.1	200.4	8.4	4.2%	180.7	(11.3)	(6.3%)
Materials & Supplies	165.7	131.4	(34.2)	(26.0%)	139.0	(26.6)	(19.1%)
Tolls, Trackage & Fees	84.6	77.6	(7.0)	(9.0%)	80.4	(4.2)	(5.2%)
Claims & Insurance	50.0	54.2	4.2	7.8%	51.2	1.2	2.4%
Miscellaneous Expenses	35.4	50.3	15.0	29.8%	33.9	(1.5)	(4.4%)
Total Operating Expenses	2,088.2	2,005.9	(82.3)	(4.1%)	1,923.6	(164.7)	(8.6%)
Net Income (Loss) from Operations	(103.6)	0.0	(103.6)	NA	(588.3)	484.7	82.4%
CRRSAA/ARPA Reimbursements	0.0	0.0	0.0	NA	749.4	(749.4)	(100.0%)
Reimbursable Project Net Income (Loss)	4.9	0.0	4.9	NA	(1.5)	6.4	420.5%
Net Income (Loss)	(\$98.7)	\$0.0	(\$98.7)	NA	\$159.6	(\$258.2)	(161.9%)



Farebox Revenue				
	February		YTD Var	
	\$	%	\$	%
Rail	(\$7.0)	(17.8%)	(\$6.3)	(1.8%)
Bus	(3.8)	(11.8%)	(22.8)	(8.0%)
LR	(0.2)	(15.3%)	(0.6)	(5.7%)
NJT	(\$11.0)	(15.1%)	(\$29.7)	(4.6%)

Year-to-date Net Income from Operations unfavorable compared to Budget by \$103.6m, primarily due to:

- Total Operating Revenue (\$21.3m) unfavorable to budget or (1.1%) due to variability in the receipt of commercial revenue from sale of property and other grants and assistance.
- Total Operating Expenses (\$82.3m) unfavorable to budget or (4.1%) primarily due to fewer vacant positions than budgeted and continuing high cost of materials and supplies.

¹ Budget includes 95% Corporate Transit Fee funding and 5% State General Fund funding



12 Month Rolling Farebox Revenue



February Revenue:

Total NJT

- \$62.1m, 85% of \$73.1m budget
- (\$2.6m) or (4%) less vs. prior year

Rail:

- \$32.8m, 82% of \$39.9m budget
- (\$1.9m) or (6%) less vs. prior year

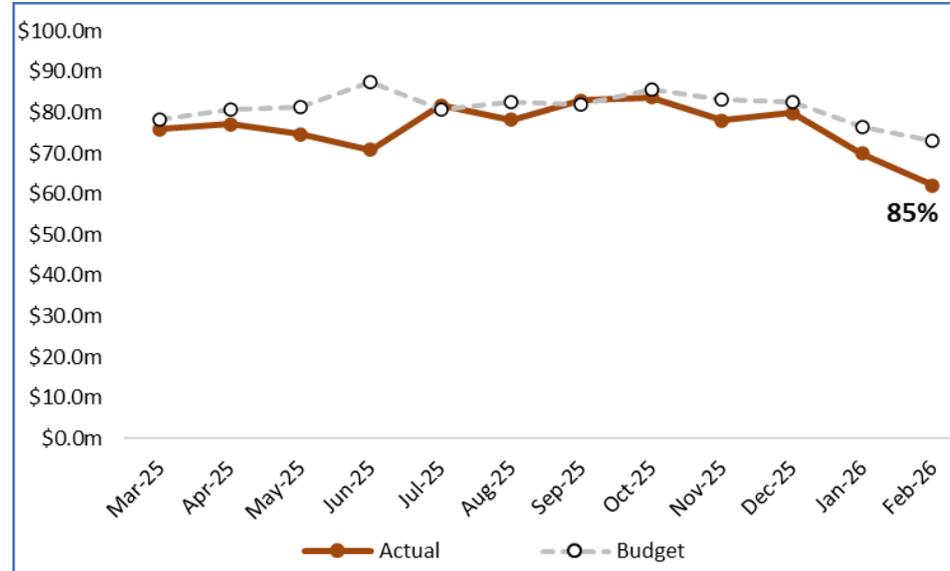
Bus:

- \$28.2m, 88% of \$32.0m budget
- (\$0.6m) or (2%) less vs. prior year

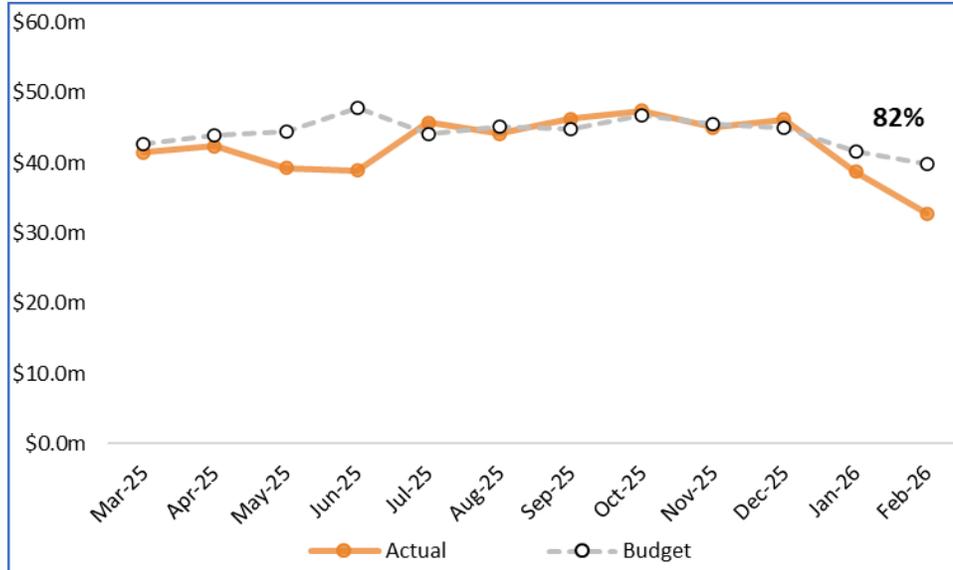
Light Rail:

- \$1.0m, 85% of \$1.2m budget
- (\$0.1m) or (8%) less vs. prior year

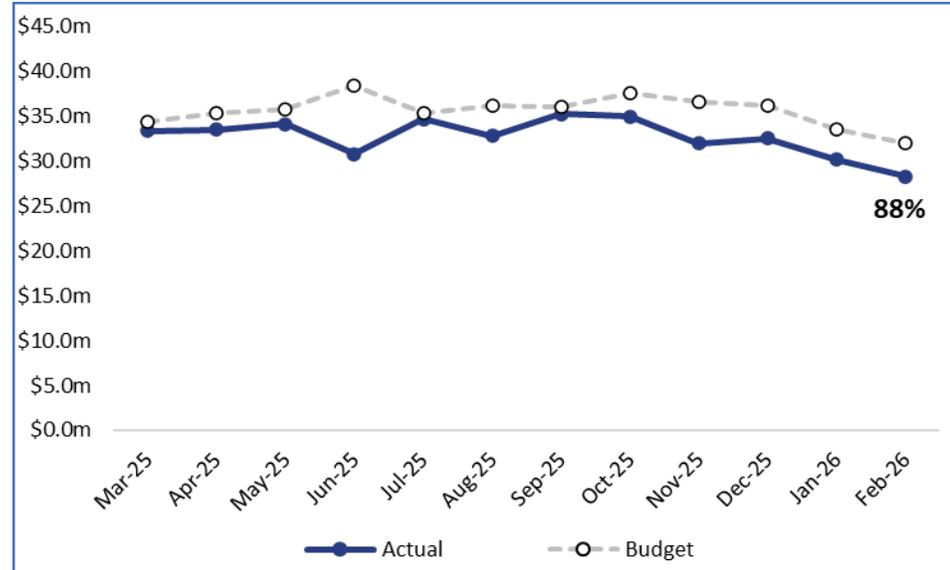
NJT Total



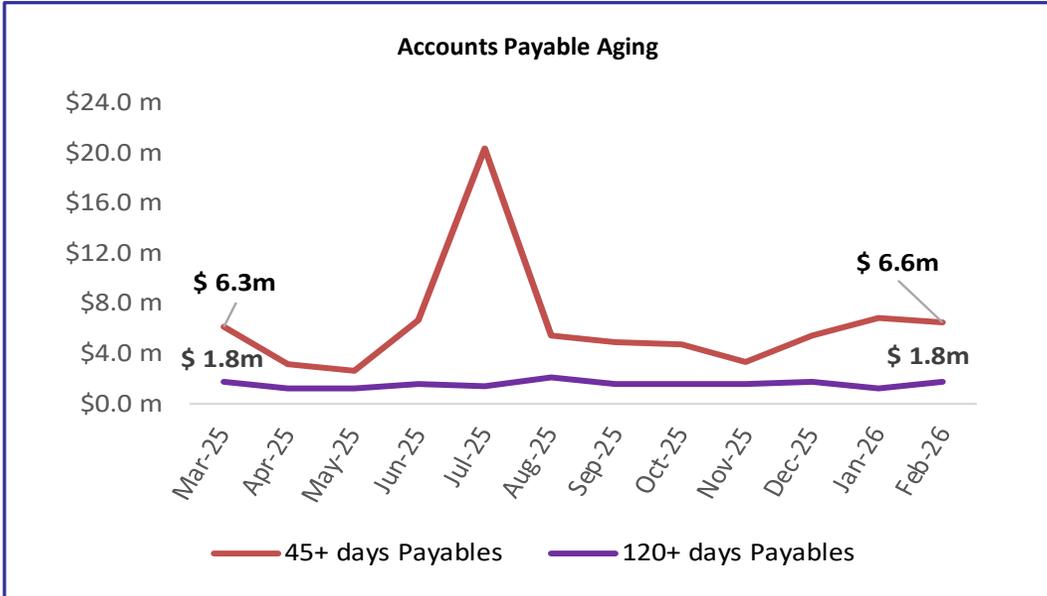
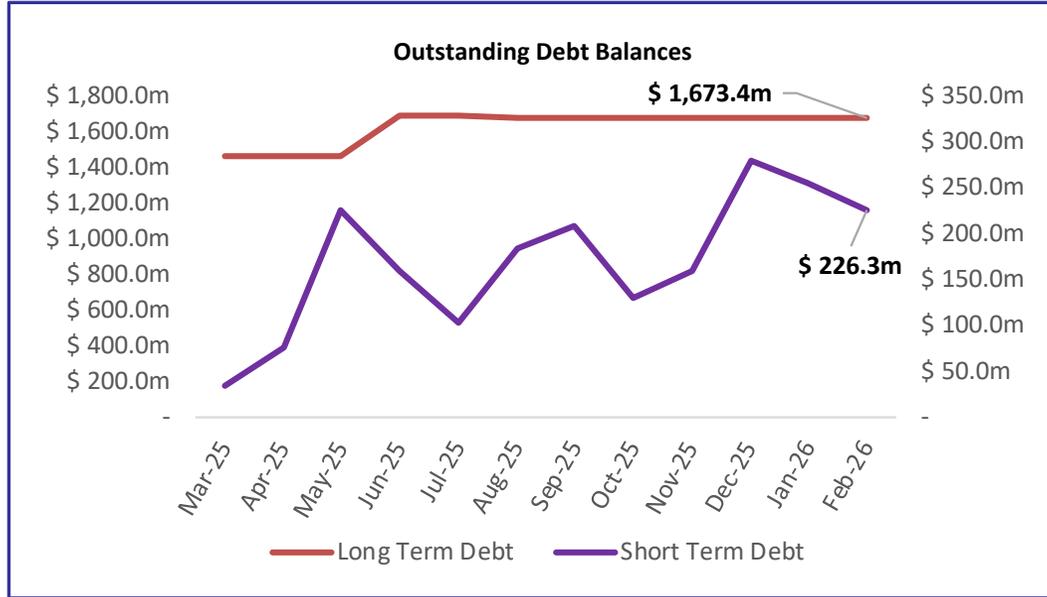
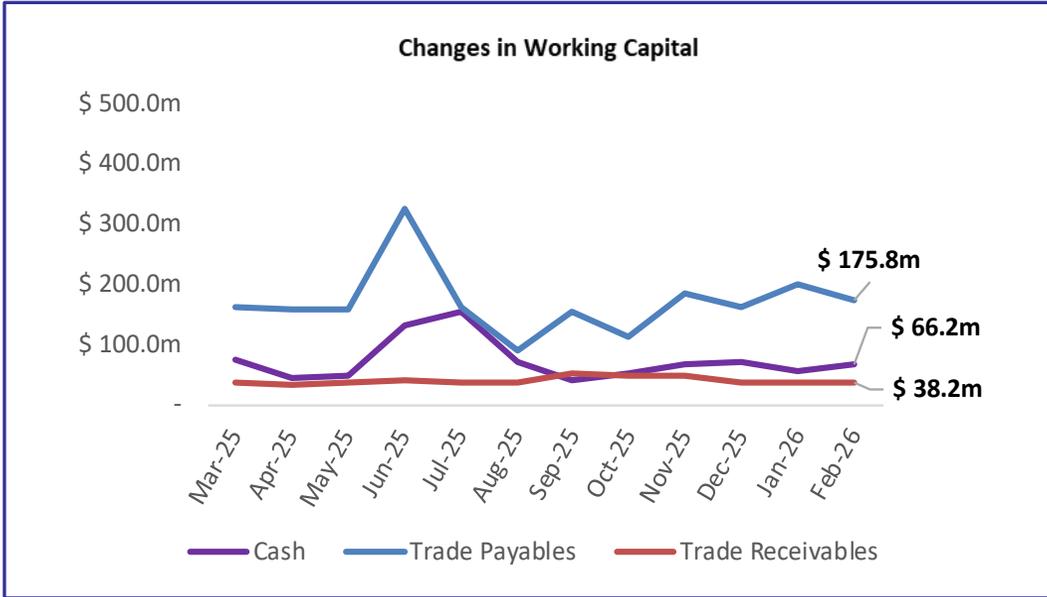
Rail



Bus



Balance Sheet – Major Items



- Credit facility: \$210m balance in February 2026
- Long-Term Debt:
 - NJEDA 2017 A and B: outstanding balance \$148.4m, final maturity FY2028
 - NJEDA 2020 A: outstanding balance \$500m, final maturity FY2045
 - NJEDA 2022 A Portal North Bridge: outstanding balance \$554.4m, final maturity FY2053

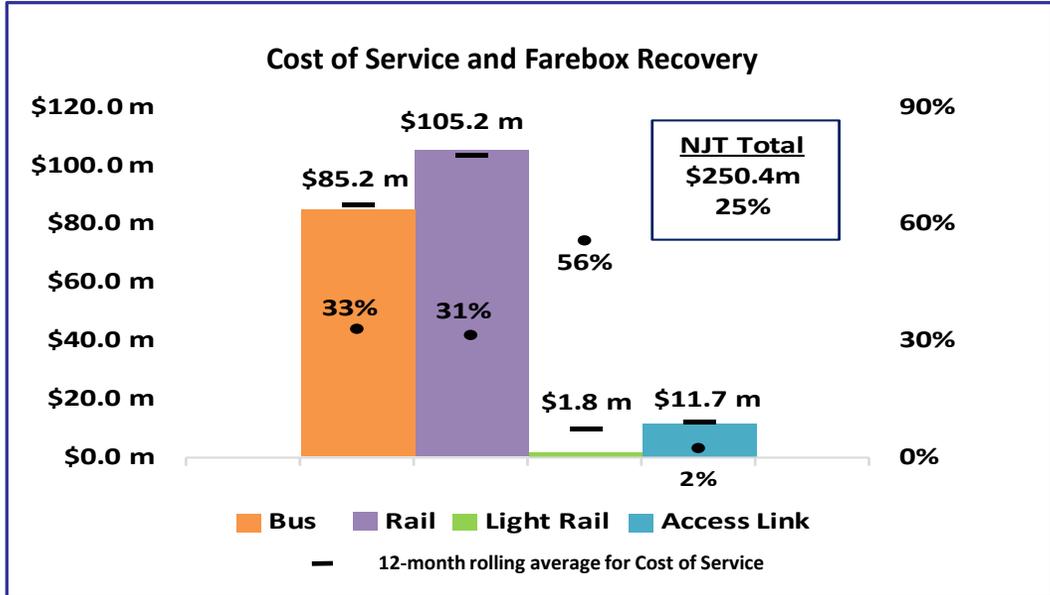
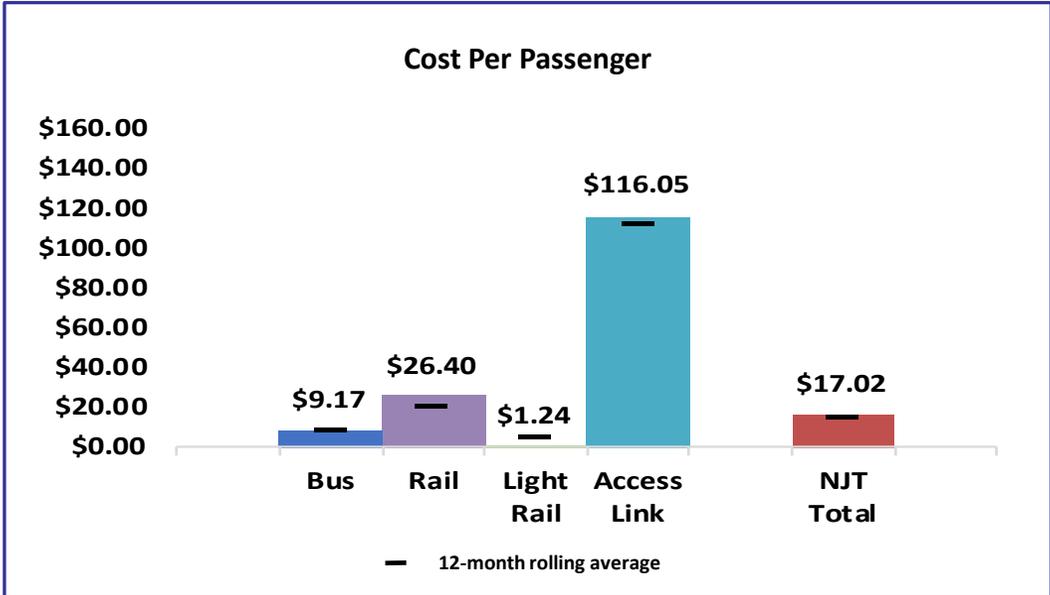
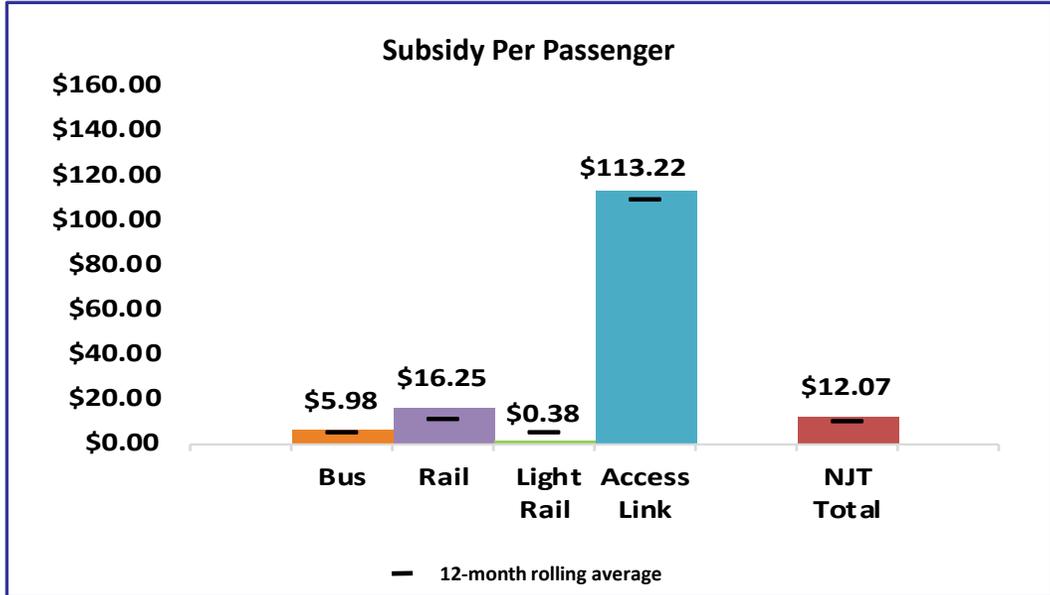
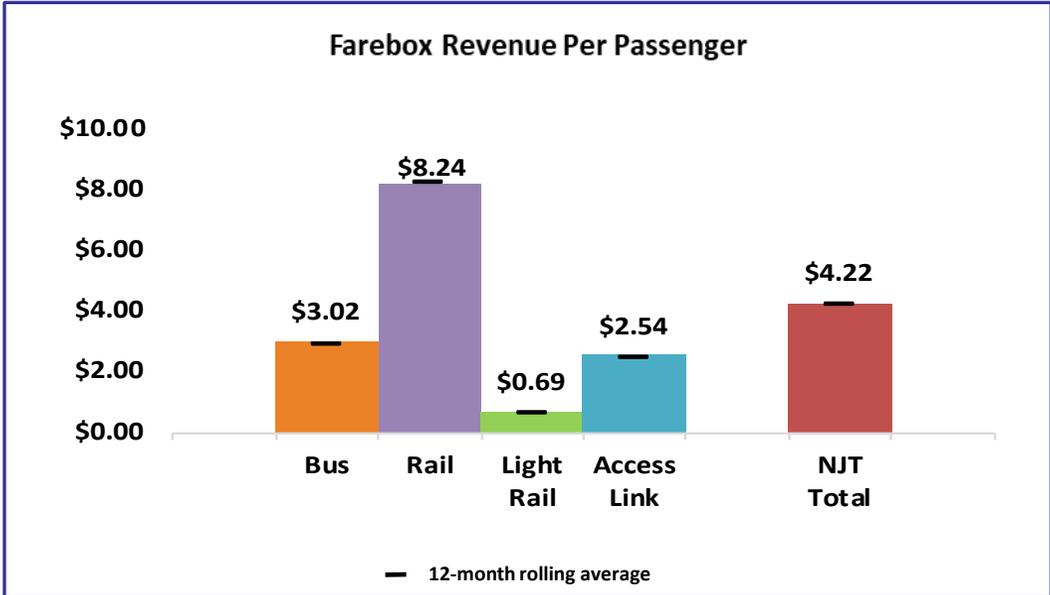




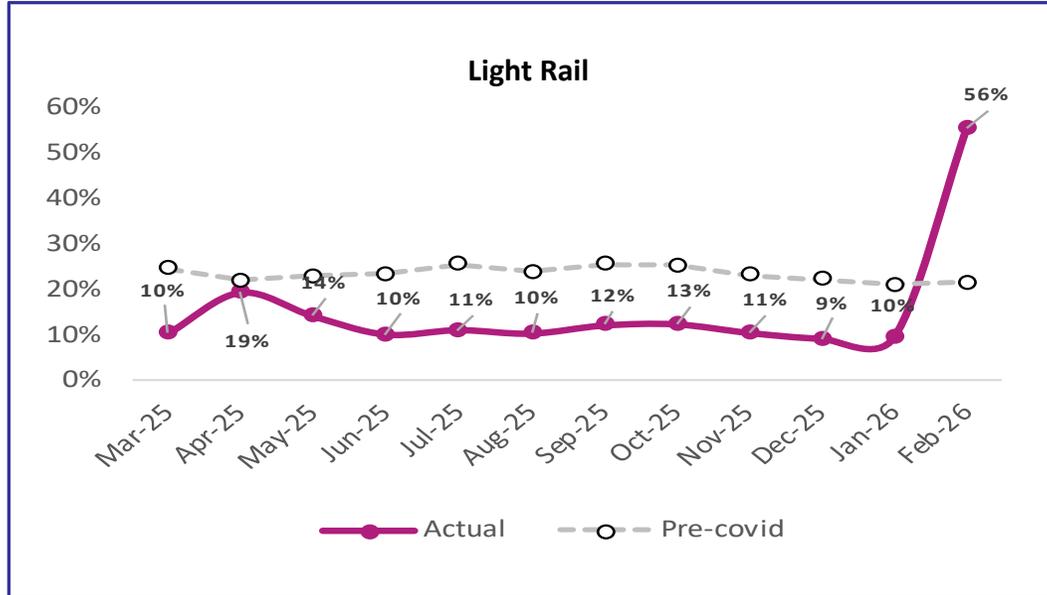
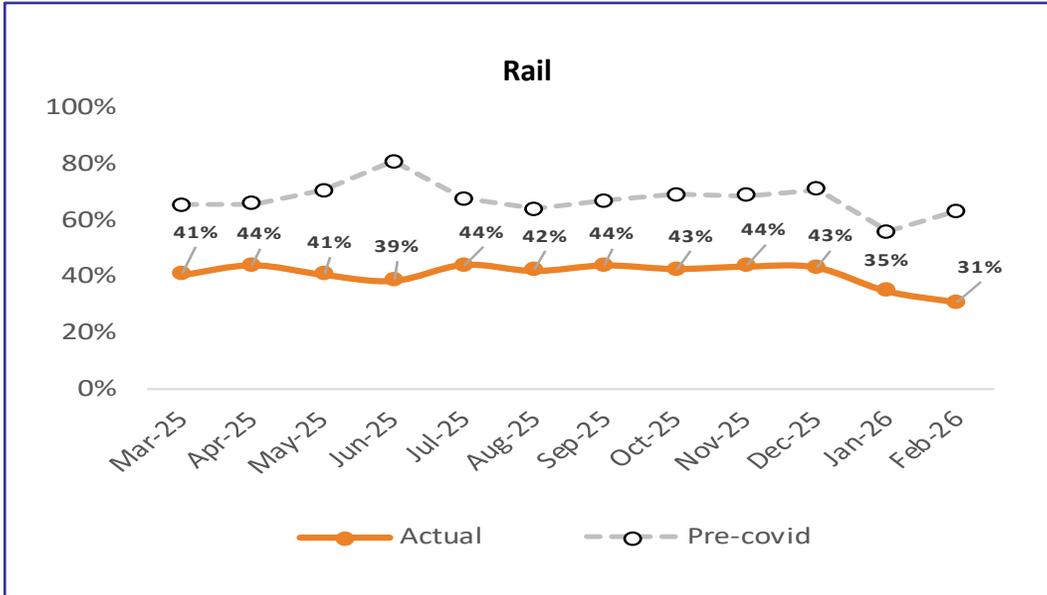
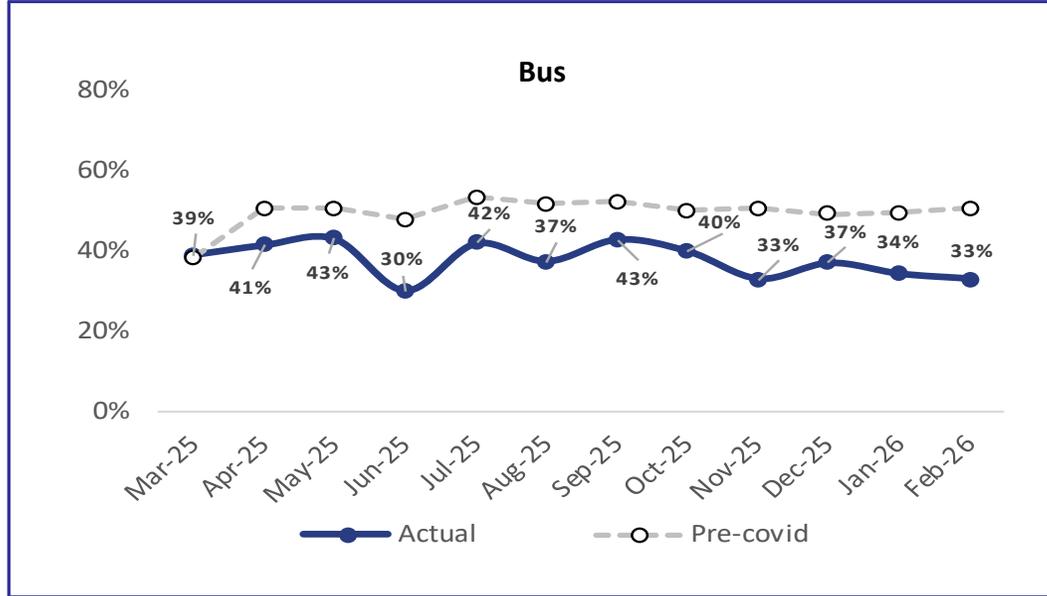
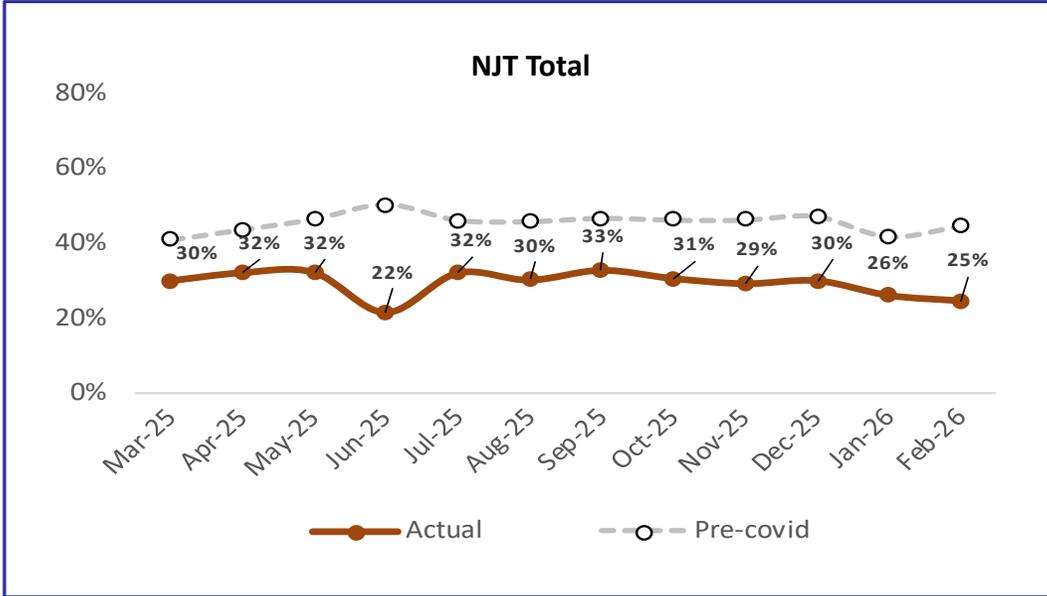
Appendix



Cost of Service KPIs, February 2026



12 Month Rolling Farebox Recovery



Passenger Revenue – February



COMPARISON TO BUDGET

Current Month \$		Variance		Division	Fiscal Year to Date \$		Variance	
Actual	Budget	\$	%		Actual	Budget	\$	%
32,826,709	39,917,000	(7,090,291)	(17.76)	Rail Operations	346,541,143	352,868,900	(6,327,757)	(1.79)
28,245,391	32,021,300	(3,775,909)	(11.79)	Bus Operations	260,316,920	283,070,630	(22,753,710)	(8.04)
990,792	1,169,730	(178,938)	(15.30)	Light Rail Operations	9,747,082	10,340,480	(593,398)	(5.74)
62,062,892	73,108,030	(11,045,138)	(15.11)	NJ Transit Total	616,605,145	646,280,010	(29,674,865)	(4.59)

COMPARISON TO LAST YEAR

Current Month \$		Variance		Division	Fiscal Year to Date \$		Variance	
FY '26	FY '25	\$	%		FY '26	FY '25	\$	%
32,826,709	34,741,109	(1,914,400)	(5.51)	Rail Operations	346,541,143	319,612,554	26,928,589	8.43
28,245,391	28,884,265	(638,874)	(2.21)	Bus Operations	260,316,920	253,304,028	7,012,892	2.77
990,792	1,072,489	(81,697)	(7.62)	Light Rail Operations	9,747,082	9,500,166	246,916	2.60
62,062,892	64,697,863	(2,634,971)	(4.07)	NJ Transit Total	616,605,145	582,416,748	34,188,397	5.87

Ridership Report – February

COMPARISON TO LAST YEAR



Current Month	
FY '26	FY '25
1,060,734	1,197,145
449,728	444,209
1,510,462	1,641,354
1,463,365	1,580,641
677,532	728,786
307,195	303,725
2,448,092	2,613,152
26,666	38,606
3,985,220	4,293,112

Variance	
#	%
(136,411)	(11.39)
5,519	1.24
(130,892)	(7.97)
(117,276)	(7.42)
(51,254)	(7.03)
3,470	1.14
(165,060)	(6.32)
(11,940)	(30.93)
(307,892)	(7.17)

Division
Rail Ridership
M&E Lines
Main & Pascack Lines
Total Hoboken Division
Northeast Corridor Line
North Jersey Coast Line
Raritan Valley Line
Total Newark Division
Atlantic City Line
Total Rail Ridership

Fiscal Year to Date	
FY '26	FY '25
10,835,574	10,370,184
4,637,724	4,248,127
15,473,298	14,618,311
15,440,143	14,600,302
7,176,495	6,898,369
2,900,887	2,783,148
25,517,525	24,281,819
328,123	338,974
41,318,946	39,239,104

Variance	
#	%
465,390	4.49
389,597	9.17
854,987	5.85
839,841	5.75
278,126	4.03
117,739	4.23
1,235,706	5.09
(10,851)	(3.20)
2,079,842	5.30

4,512,057	4,902,381
3,975,317	4,401,267
798,590	907,494
9,285,964	10,211,142

(390,324)	(7.96)
(425,950)	(9.68)
(108,904)	(12.00)
(925,178)	(9.06)

Bus Ridership
Northern Division
Central Division
Southern Division
Total Bus Ridership

41,831,702	46,616,256
37,743,821	39,047,096
8,134,541	8,841,201
87,710,064	94,504,553

(4,784,554)	(10.26)
(1,303,275)	(3.34)
(706,660)	(7.99)
(6,794,489)	(7.19)

984,193	1,110,745
354,765	389,187
99,110	113,739
1,438,068	1,613,671

(126,552)	(11.39)
(34,422)	(8.84)
(14,629)	(12.86)
(175,603)	(10.88)

Light Rail Ridership
Hudson Bergen Light Rail
Newark Light Rail/City Subway
River LINE
Total Light Rail Ridership

10,331,814	10,272,491
3,322,610	3,373,282
1,065,067	1,084,909
14,719,491	14,730,682

59,323	0.58
(50,672)	(1.50)
(19,842)	(1.83)
(11,191)	(0.08)

14,709,252	16,117,925
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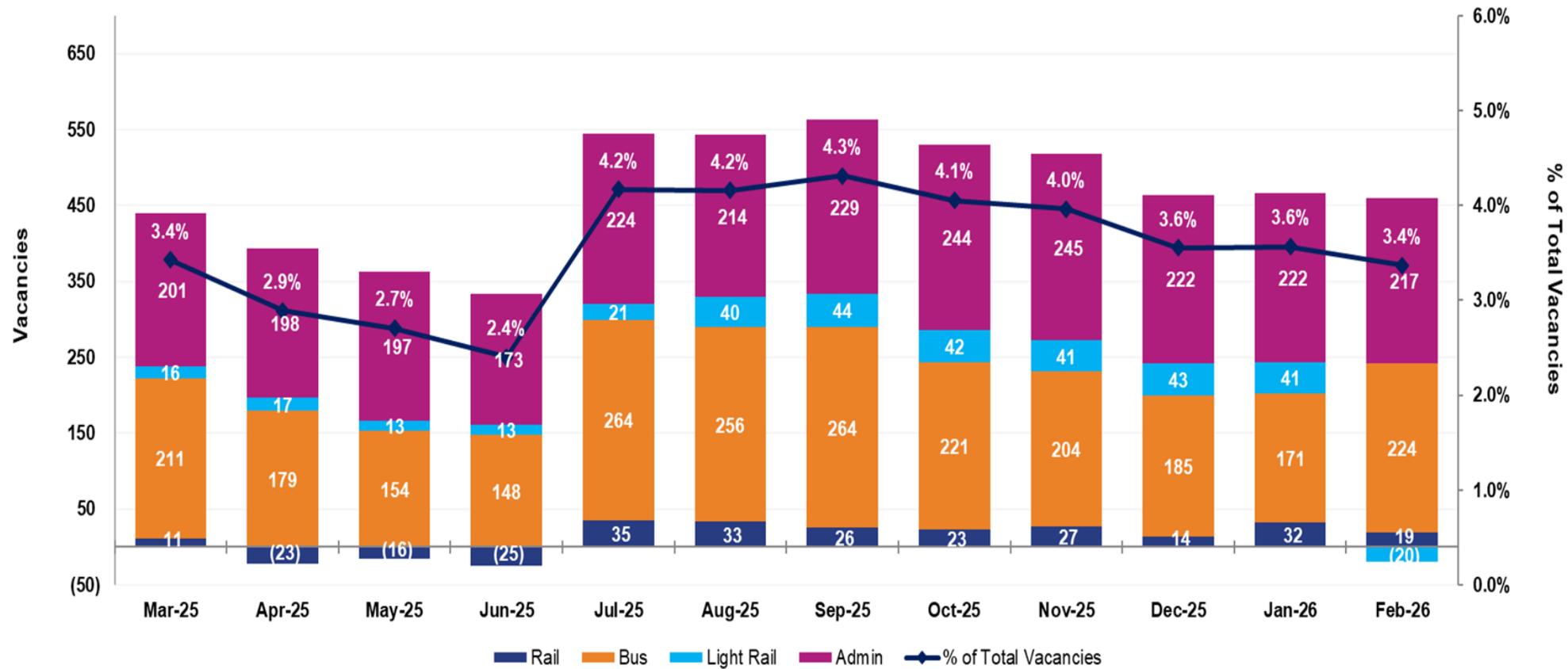
(1,408,673)	(8.74)
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Total NJ Transit Ridership

143,748,501	148,474,339
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(4,725,838)	(3.18)
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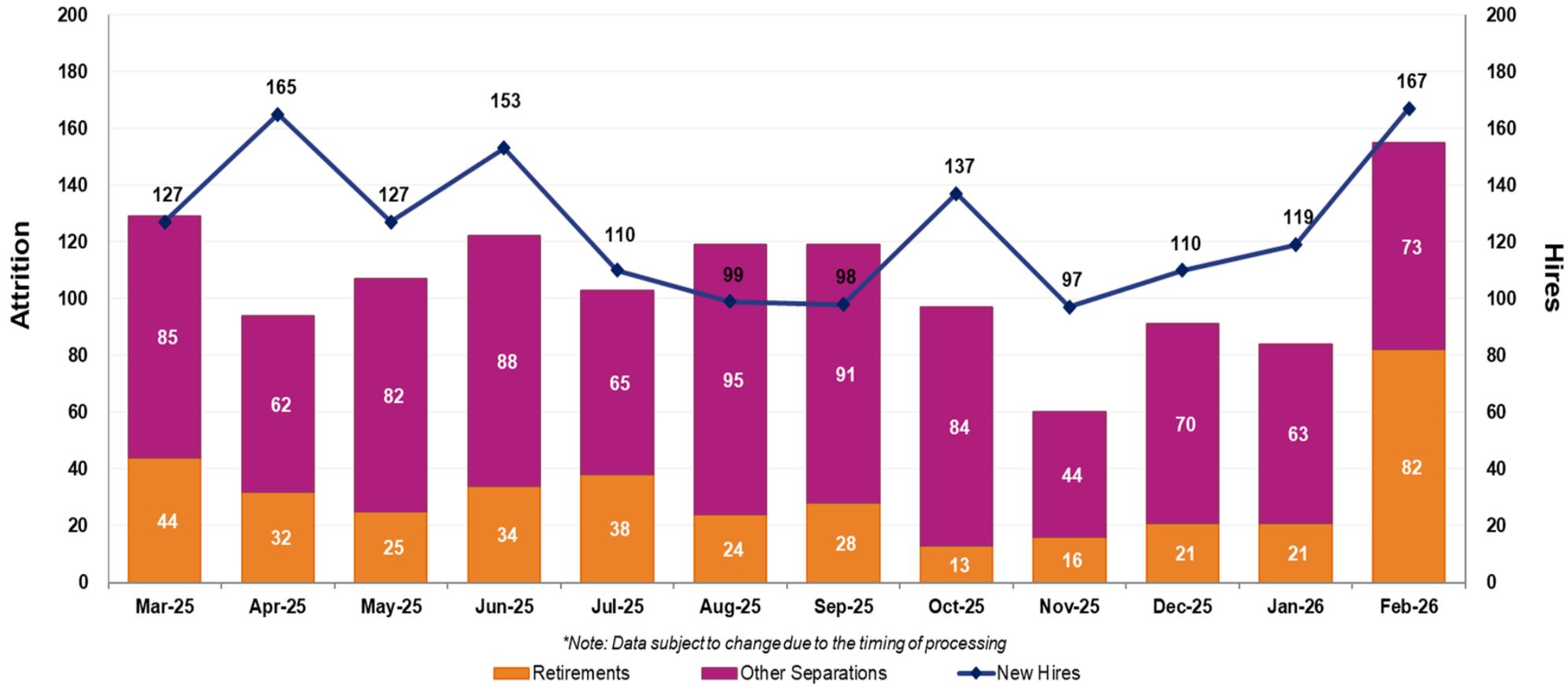
12 Month Rolling Vacancies



- 440 total vacant positions in February '26 excluding 258 Rail trainees
- 182 net vacant positions in February '26 including LETP and ACTP trainees
- 228 approved new positions in FY26



12 Month Rolling Attrition and Hires



- Since Mar 2025:
 - NJT lost 1,280 total staff
 - 378 or 30% of which were due to retirements
 - NJT has hired 1,509 total staff for a net gain of 229 employees
 - Average # of hires per month – 126
 - Average # of separations per month – 107

Consolidated Statement of Revenue and Expenses



(\$ in millions)

	Actuals								Fiscal Year-To-Date		Variance		FY25 YTD	Variance	
	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Actuals	Budget	\$	%	Actuals	\$	%
Revenues															
Farebox Revenue	\$81.7	\$78.2	\$82.9	\$83.8	\$78.1	\$79.9	\$69.9	\$62.1	\$616.6	\$646.3	(\$29.7)	(4.6%)	\$582.4	\$34.2	5.9%
Commercial Revenue	10.1	8.4	15.6	9.7	11.2	10.4	16.9	10.8	92.9	110.9	(17.9)	(16.2%)	80.7	12.3	15.2%
State Operating Assistance ¹	69.4	69.4	69.4	69.4	69.4	69.4	69.4	138.7	624.4	555.0	69.4	12.5%	96.7	527.7	NM
NJ Turnpike Authority funding	39.2	39.2	39.2	39.2	39.2	39.2	39.2	39.2	313.3	313.3	0.0	0.0%	303.3	10.0	3.3%
Other Grants and Assistance	40.7	41.1	40.9	40.7	40.5	40.8	40.3	52.3	337.4	380.5	(43.1)	(11.3%)	272.2	65.2	24.0%
Total Operating Revenue	241.0	236.2	248.0	242.7	238.3	239.5	235.7	303.1	1,984.6	2,005.9	(21.3)	(1.1%)	1,335.3	649.3	48.6%
Expenses															
Labor	85.7	86.0	86.1	90.0	91.8	86.3	89.3	83.1	698.4	647.7	(50.7)	(7.8%)	634.0	(64.4)	(10.2%)
Fringe Benefits	71.7	72.1	72.2	75.4	77.1	72.5	75.0	69.8	585.7	554.2	(31.6)	(5.7%)	538.0	(47.7)	(8.9%)
Outside Services	12.2	13.8	19.6	19.3	15.3	17.9	16.5	17.5	132.1	151.3	19.2	12.7%	128.4	(3.7)	(2.8%)
Fuel & Power	13.1	14.0	11.5	14.5	12.8	13.3	13.2	14.2	106.5	103.2	(3.3)	(3.2%)	105.4	(1.1)	(1.1%)
Utilities	5.2	2.9	4.3	4.2	4.5	5.2	5.2	6.2	37.7	35.4	(2.3)	(6.6%)	32.3	(5.4)	(16.7%)
Purchased Transportation	25.7	27.1	24.8	26.1	25.3	27.0	23.9	12.2	192.1	200.4	8.4	4.2%	180.7	(11.3)	(6.3%)
Materials & Supplies	18.8	18.3	22.8	22.6	17.5	20.4	23.2	22.1	165.7	131.4	(34.2)	(26.0%)	139.0	(26.6)	(19.1%)
Tolls, Trackage & Fees	11.0	10.4	10.1	9.9	10.9	10.5	9.5	12.3	84.6	77.6	(7.0)	(9.0%)	80.4	(4.2)	(5.2%)
Claims & Insurance	6.3	6.3	6.1	6.2	6.3	6.3	6.3	6.3	50.0	54.2	4.2	7.8%	51.2	1.2	2.4%
Miscellaneous Expenses	5.1	7.6	(4.8)	5.1	5.0	6.2	4.6	6.6	35.4	50.3	15.0	29.8%	33.9	(1.5)	(4.4%)
Total Operating Expenses	254.8	258.6	252.6	273.3	266.4	265.5	266.6	250.4	2,088.2	2,005.9	(82.3)	(4.1%)	1,923.6	(164.7)	(8.6%)
Net Income/(Loss) from Operations	(13.7)	(22.4)	(4.7)	(30.6)	(28.0)	(26.0)	(30.9)	52.7	(103.6)	0.0	(103.6)	NA	(588.3)	484.7	82.4%
CRRSAA/ARPA Reimbursements	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	NA	749.4	(749.4)	(100.0%)
Reimbursable Project Net Income (Loss)	1.3	(0.4)	1.6	0.8	(0.7)	(0.8)	(1.9)	4.9	4.9	0.0	4.9	NA	(1.5)	6.4	420.5%
Net Income	(\$12.4)	(\$22.7)	(\$3.1)	(\$29.8)	(\$28.7)	(\$26.7)	(\$32.8)	\$57.6	(\$98.7)	\$0.0	(\$98.7)	NA	\$159.6	(\$258.2)	(161.9%)

¹ Budget includes 95% Corporate Transit Fee funding and 5% State General Fund funding



HUMAN RESOURCES UPDATE

JAN 2026

HEAD COUNT	TOTAL CORPORATE		BUS Ops		RAIL Ops		LIGHT RAIL		TOTAL
	Agreement	Non-Agreement	Agreement	Non-Agreement	Agreement	Non-Agreement	Agreement	Non-Agreement	
Number of Positions to Fill	7	82	244	47	40	40	0	82	542
Authorized Headcount	626	1296	5532	612	4215	514	103	160	13058
% of Positions to Fill	1.12%	6.33%	4.41%	7.68%	0.95%	7.78%	0.00%	51.25%	4.15%
 Employment Actions									
New Employees Hired	1	10	69	1	30	1	0	8	120
Promotions	5	0	0	5	0	2	0	1	13
Job Reclassifications	0	0	6	0	0	0	1	0	7
Retirements	1	2	8	1	2	3	0	0	17
Retirements Rate	0.16%	0.15%	0.14%	0.16%	0.05%	0.58%	0.00%	0.00%	0.13%
Other Separations	0	5	45	2	8	1	0	2	63
Other Separations Rate	0.00%	0.39%	0.81%	0.33%	0.19%	0.19%	0.00%	1.25%	0.48%
 Disciplinary Actions									
Suspension	0	0	36	1	32	1	0	0	70
Discharge	0	2	0	2	3	1	0	0	8

*Include only finalized disciplines and exclude pre discipline, such as oral/written warnings, reprimands and deferred suspensions.

FEB 2026

HEAD COUNT

TOTAL CORPORATE

BUS Ops

RAIL Ops

LIGHT RAIL

TOTAL

Agreement Non-Agreement Agreement Non-Agreement Agreement Non-Agreement Agreement Non-Agreement

Number of Positions to Fill	9	77	236	50	25	42	0	29	468
Authorized Headcount	626	1297	5531	612	4215	514	103	160	13058
% of Positions to Fill	1.44%	5.94%	4.27%	8.17%	0.59%	8.17%	0.00%	18.13%	3.58%



Employment Actions

New Employees Hired	9	6	54	1	31	2	48	16	167
Promotions	0	2	0	0	0	2	0	0	4
Job Reclassifications	0	0	6	0	0	0	0	0	6
Retirements	1	1	57	2	11	1	3	0	76
Retirements Rate	0.16%	0.08%	1.03%	0.33%	0.26%	0.19%	2.91%	0.00%	0.58%
Other Separations	2	6	48	1	12	0	1	1	71
Other Separations Rate	0.32%	0.46%	0.87%	0.16%	0.28%	0.00%	0.97%	0.63%	0.54%



Disciplinary Actions

Suspension	0	1	37	0	44	0	1	0	83
Discharge	0	0	4	1	1	0	0	0	6

*Include only finalized disciplines and exclude pre discipline, such as oral/written warnings, reprimands and deferred suspensions.

**EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE
ACTION UPDATE**

Office of Equal Employment Opportunity and Affirmative Action

Open Administration Committee Meeting

March 31, 2026

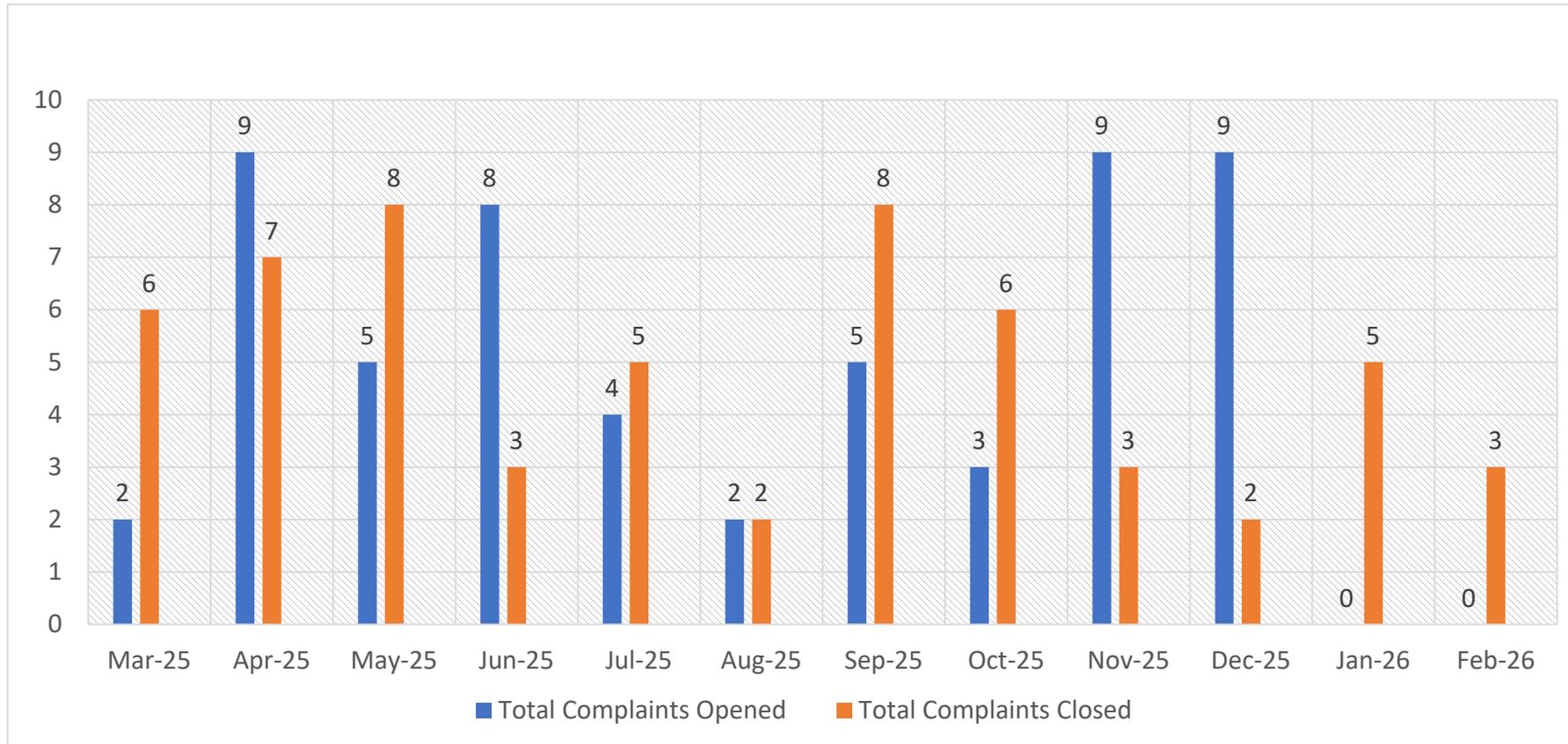
➤ Complaint Investigations

- As of February 28, 2026, there were 25 complaints under investigation.

➤ Outreach and Training

- As part of employee outreach, the Office of EEO/AA continues to disseminate the Equal Employment Opportunity Policy Statement and information about EEO's mission and organizational role through visits to NJ TRANSIT facilities as well as through print and internal electronic media. The Office of EEO/AA also conducts continuous site visits to provide information, answer questions, and assist employees, as needed. In 2025, the Office of EEO/AA conducted a total of 43 site visits, including visits to all NJ TRANSIT Rail Lines, and all major Corporate, Surface Transit/Bus, and Police facilities.
- Through NJ TRANSIT's internal learning platform, the Training Hub, the Office of EEO/AA provides annual online training on the prevention of discrimination and harassment in the workplace. Instructor-led training is also being provided to all newly hired employees and managers at NJ TRANSIT facilities.

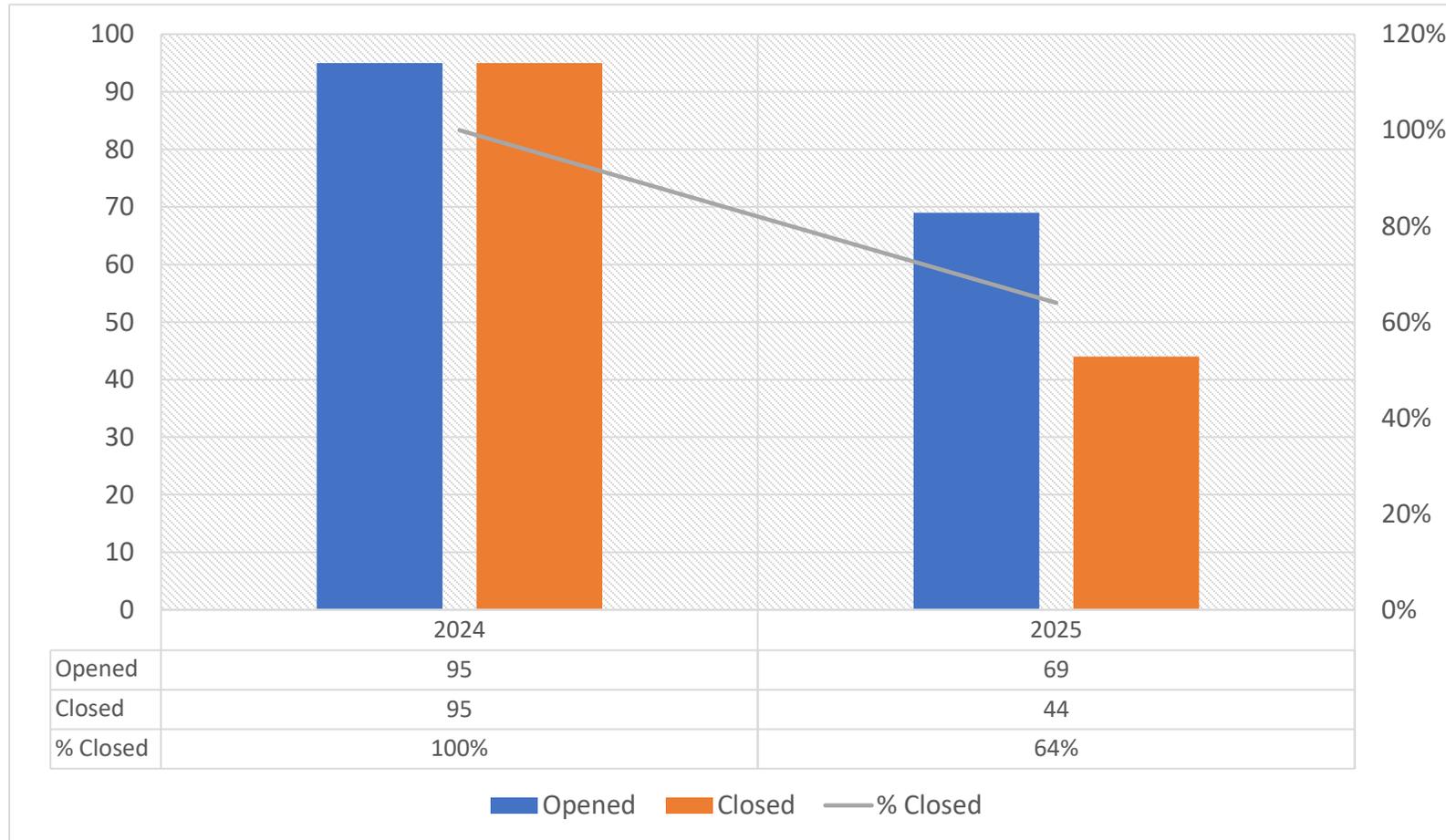
Summary of EEO Complaints



During the months of January and February 2026, the Office of EEO/AA opened 0 new complaints and concluded 8 complaint investigations.



Complaint Closure Status as of February 28, 2026



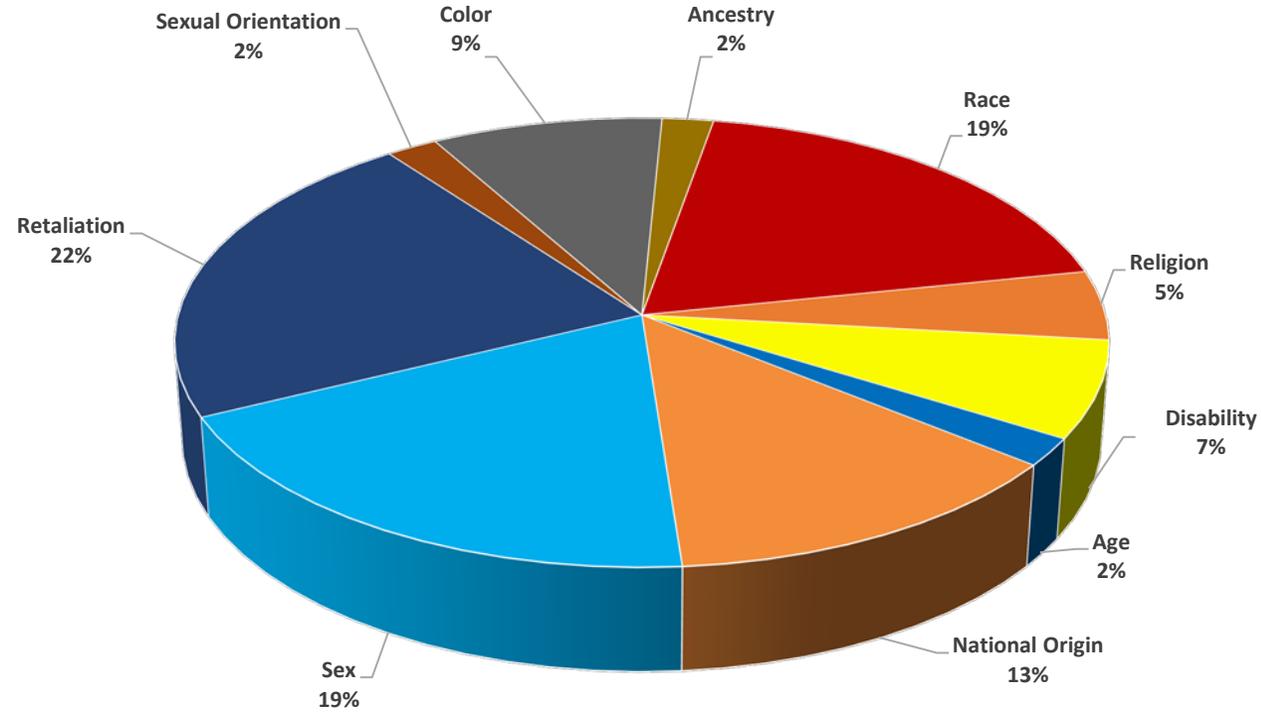
All complaints filed prior to 2025 have been investigated and closed.

Other complaint investigations are ongoing and in the process of being concluded.

The remaining complaints currently under investigation were received from 2025 through February 28, 2026.



All Complaints (25) Under Investigation Through February 28, 2026 Allegations by Bases (54)



The most frequently alleged bases for complaints were discrimination based on retaliation (22%), race (19%), and sex (19%).

* The 25 complaints represent less than one-half of one percent of 13,000 total employees. Some complaints allege multiple bases for discrimination and harassment. Percentages rounded to whole number.