



Office of the City Manager

CONSENT CALENDAR
October 28, 2025

To: Honorable Mayor and Members of the City Council
From: Paul Buddenhagen, City Manager
Submitted by: Janelle Rodrigues, Director of Human Resources
Subject: Contract: Alameda-Contra Costa County Transit District (AC Transit) for EasyPass Program 2026-2028

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to execute an agreement and any amendments with the Alameda-Contra Costa County Transit District (AC Transit) for the continuation of an annual bus transit pass (EasyPass) program for City of Berkeley employees in an amount not to exceed \$572,717 for a three-year period covering 2026, 2027 and 2028.

FISCAL IMPACTS OF RECOMMENDATION

The total cost for three years is \$572,717 based on the current eligible employee pool of 1,402 employees. AC Transit invoices organizations based on the total number of eligible employees. Funds for the EasyPass program are found in Payroll Deduction Trust Fund 013-99-900-900-0000-000-000-201599. The Payroll Deduction Trust Fund is funded by multiple funds based on employee labor distributions which are influenced by payroll deductions. The City will process payment on an annual basis.

Contract Period	Minimum Employee Pool	Annual Cost Per Pass	Total Annual Contract Pass
1/1/2026-12/31/2026	1,402	\$132.50	\$185,765.00
1/1/2027-12/31/2027	1,402	\$138.00	\$193,476.00
1/1/2028-12/31/2028	1,402	\$138.00	\$193,476.00
		Total	\$572,717.00

CURRENT SITUATION AND ITS EFFECTS

The current transit pass contract with AC Transit expires on December 31, 2025. Staff is recommending that Council authorize a new contract to continue the program through December 31, 2028 for a three-year period.

The City and AC Transit formed a partnership to establish an employee transit pass program in 2002 to provide all eligible City employees unlimited rides on all AC Transit buses. Whereas the Public Works department established and managed the AC Transit contract, it is now being managed by the Human Resources department as it is a benefit provided to City Staff. About 800 employees are currently enrolled.

By continuing to provide this employee benefit program, the City remains a model employer for Berkeley businesses required to offer a Commuter Benefit Program (Berkeley Municipal Code 9.88) or Trip Reduction Information Program.

Maintaining funding for AC Transit's Easy Pass for City staff is in alignment with the City's Strategic Plan Priorities, advancing the goal to be a global leader in addressing climate change, advancing environmental justice, and protecting the environment, while attracting and retaining a talented and diverse City government workforce.

BACKGROUND

Council previously approved extension of the program since its inception in 2002, most recently in 2021 (Resolution 69,663-N.S.) and in 2015 (Resolution No. 66,888-N.S.) while in 2025 additional funds were added to pay the remaining invoice for 2025 (Resolution 71,938-N.S.). While it is customary for the City to extend Requests for Proposals to manage expenditures of this size and duration, AC Transit is the sole public transit provider able to meet the program requirement and the City must execute a contract directly with the public agency.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

By maintaining the AC Transit EasyPass Program, the City is reducing vehicle miles traveled in individual vehicles and reducing associated greenhouse gasses by encouraging staff to utilize public transit.

RATIONALE FOR RECOMMENDATION

The EasyPass program is an employee benefit that staff rely on to get to and from work since 2002. As part of the commuter benefits program, the AC Transit EasyPass provides eligible employees with unlimited access to public transit. This initiative supports the City's strategic goals related to sustainability, equity, and workforce well-being by encouraging public transportation use, reducing traffic and emissions, and improving access to affordable commuting options. The program also strengthens recruitment and retention efforts and may offer tax efficiencies under IRS commuter benefit guidelines.

ALTERNATIVE ACTIONS CONSIDERED

There is not another public transit agency that can provide the associated services within this contract. This is an ongoing benefit provided to City staff, which staff rely on to commute to their associated City workplaces.

CONTACT PERSON

Janelle Rodrigues, Director of Human Resources, Human Resources, (510) 981-6807

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

ALAMEDA-CONTRA COSTA COUNTY TRANSIT DISTRICT (AC TRANSIT) FOR
EASYPASS PROGRAM 2026-2028

WHEREAS, in January 2002 the City and AC Transit formed a partnership to establish an employee transit pass program to provide all eligible City employees unlimited rides on all AC Transit buses; and

WHEREAS, the concentration of public bus service in Berkeley and the size of the City's workforce support an employee pass program with the Alameda-Contra Costa Transit District (AC Transit); and

WHEREAS, the EasyPass program is a proven and popular benefit encouraging use of public transit for City employees, and contributing to reduction in the use of single occupancy vehicles for work and recreational travel; and

WHEREAS, by continuing to provide this employee benefit program, the City remains a model employer for Berkeley businesses required to offer a Commuter Benefit Program (Berkeley Municipal Code 9.88) or Trip Reduction Information Program; and

WHEREAS, since forming a partnership in 2002 to establish the EasyPass (then EcoPass) Program, the City of Berkeley and AC Transit have offered employees unlimited usage passes for all AC Transit local and Transbay buses; and

WHEREAS, the Council has approved extension of the program since its inception in 2002, again in 2015 (Resolution No. 66,888-N.S.), in 2021 (Resolution 69,663-N.S.), and most recently has authorized adding funds to pay for the remaining costs of the program in 2025 (Resolution 71,938-N.S); and

WHEREAS, the current contract expires December 31, 2025, and a new contract is needed for the 2026-2028 period in a not to exceed amount of \$572,717.00.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager, or designee, is authorized to execute a contract with the Alameda-Contra Costa County Transit District (AC Transit) for the continuation of the EasyPass annual bus transit pass program for City of Berkeley employees for the period covering 2026-2028 in a not to exceed amount of \$572,717.00 for the duration of the three year contract.