

## Metro Transit

### Agency Budget by Fund

Fund	2023 Actual	2024 Adopted	2024 Actual	2025 Adopted	2026 C2C	2026 Request
Metro Transit	68,682,277	72,118,811	74,000,658	77,425,165	83,885,619	84,551,929
<b>Total</b>	<b>\$ 68,682,277</b>	<b>\$ 72,118,811</b>	<b>\$ 74,000,658</b>	<b>\$ 77,425,165</b>	<b>\$ 83,885,619</b>	<b>\$ 84,551,929</b>

### Agency Budget by Service

Service	2023 Actual	2024 Adopted	2024 Actual	2025 Adopted	2026 C2C	2026 Request
Bus Rapid Transit	<i>Service history not shown due to Results Madison service restructure. Services listed here started January 1, 2025.</i>			208,088	-	-
Fixed Route				70,906,306	77,487,024	78,087,933
Paratransit				6,310,771	6,398,595	6,463,996
<b>Total</b>	<b>\$ 68,682,277</b>	<b>\$ 72,118,811</b>	<b>\$ 74,000,658</b>	<b>\$ 77,425,165</b>	<b>\$ 83,885,619</b>	<b>\$ 84,551,929</b>

### Agency Budget by Major-Revenue

Major Revenue	2023 Actual	2024 Adopted	2024 Actual	2025 Adopted	2026 C2C	2026 Request
General Revenues	(7,093,366)	(6,833,578)	(7,190,083)	(6,970,250)	(7,334,604)	(7,300,084)
Intergov Revenues	(48,051,749)	(37,687,796)	(40,998,044)	(39,354,552)	(39,645,062)	(39,150,000)
Charges For Services	(10,774,364)	(11,231,642)	(10,070,531)	(12,508,125)	(11,829,108)	(13,025,000)
Misc Revenue	(165,542)	(640,422)	(34,305)	(150,000)	(100,000)	(100,000)
Other Finance Source	(83,366)	(373)	17,306	-	-	-
Transfer In	(2,513,890)	(15,725,000)	(15,725,000)	(18,442,237)	(24,976,845)	(24,976,845)
<b>Total</b>	<b>\$ (68,682,277)</b>	<b>\$ (72,118,811)</b>	<b>\$ (74,000,658)</b>	<b>\$ (77,425,165)</b>	<b>\$ (83,885,619)</b>	<b>\$ (84,551,929)</b>

### Agency Budget by Major-Expense

Major Expense	2023 Actual	2024 Adopted	2024 Actual	2025 Adopted	2026 C2C	2026 Request
Salaries	35,058,941	35,606,781	37,636,186	39,184,761	43,794,903	43,123,903
Benefits	13,492,783	14,503,052	14,429,830	15,818,482	16,092,323	16,019,323
Supplies	5,831,046	5,789,000	6,058,003	5,227,233	5,854,398	5,564,000
Purchased Services	8,424,516	8,846,294	10,991,443	10,069,794	11,069,793	12,735,500
Debt Othr Financing	2,533,842	359,910	1,415,903	359,910	359,910	359,910
Inter Depart Charges	2,615,288	3,222,969	3,318,764	3,346,831	3,357,038	3,392,038
Transfer Out	725,860	3,790,806	150,529	3,418,154	3,357,255	3,357,255
<b>Total</b>	<b>\$ 68,682,277</b>	<b>\$ 72,118,811</b>	<b>\$ 74,000,658</b>	<b>\$ 77,425,165</b>	<b>\$ 83,885,619</b>	<b>\$ 84,551,929</b>



Department of Transportation

## Metro Transit

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TO: Mayor Rhodes-Conway  
FROM: Eric Knepp, Acting Metro General Manager  
DATE: July 18, 2025  
SUBJECT: Metro Transit 2026 Operating Budget Transmittal Memo  
CC: Deputy Mayors; Finance Director; Budget Manager

Mayor Rhodes- Conway and Director Schmiedicke,

The 2026 Metro Transit Operating Budget request focuses on stability and reliability. Metro Transit has transformed over the past five years with many significant changes to service, staffing, structure, and information technology. With a transition in leadership in 2025, Metro is looking forward to 2026 with an intentional focus on reviewing all aspects of the agency's budget for efficiency while working to ensure maximal positive impact for our customers. A significant part of that work will be driven by the utilization of data that is available to track route performance and ridership. This along with the intentional work of engaging a broader array of the team on budgetary management will allow for improved understanding and effectiveness in the allocation of resources to meet our community's transit needs.

### ***Goals of Agency's Operating Budget***

Metro Transit's 2026 Operating Budget Request focuses on the following goals with an emphasis on evaluation of data to inform future work plans:

- Continue providing fixed route, bus rapid transit, and paratransit services for Madison and surrounding partner communities.
- Continue route efficiency and effectiveness improvement processes across the system.
- Sustain the 2025 service level changes, primarily the expansion of services to Verona taking effect in August 2025.
- Metro will continue to evaluate ridership performance with a focus on variables that impact efficiency of performance.
- Metro will also continue to monitor service performance as it relates to on-time performance across the system.

### ***Enterprise Agencies***

Metro Transit's 2026 Operating Budget Request is a balanced budget where the anticipated revenues cover the anticipated expenditures. The request includes expenditure authorization of \$85.5 million, with the primary cost driver being wage and benefit costs of approximately \$60 million. The revenues to support these expenditures are comprised of fare and pass sales, federal, state, and local support. The local support includes vehicle registration fee revenue. Revenue estimates across all sources are conservative in nature as

there are multiple considerations that Metro and the City will need to make regarding setting appropriate fare levels. There is ongoing analysis on this topic, with an emphasis on a review of paratransit costs and revenues. The request includes an investment of \$24.8 million in support from the City's general fund. If Metro can successfully negotiate new agreements with partners and/or secure additional earned revenue, this support level could be reduced. Additionally, Metro is working diligently to review all expenditures with a goal of aligning resources effectively to provide efficient and reliable service.

### ***Reallocations and Other Changes***

The 2026 Operating Budget Request includes a restructuring of the internal Metro Transit Human Resources division. Proposed changes eliminate duplicative work between Metro and City HR, helping to streamline processes, and strengthen communication and collaboration.

Metro Transit, in conjunction with City HR, propose the following:

- Move Transit Administrative Coordinator to City HR ELR Admin Assistant. This includes a shift of 50% of budgeted funds to City HR with offset of Metro subsidy from City for ELR assistant.
- Reduce Transit HR Manager (HRA 4) to lower classification level HRA 1. This reduction led to a layoff effective August 1, 2025.

It is also probable that a new General Manager will review and consider allocation of staffing resources across budgetary services and the organization and additional modifications would be considered during 2026 or in the 2027 Operating Budget request.

## 2026 Operating Budget Service Budget Proposal Form

Instructions: Complete one form per Service. When saving the file, add the Agency and Service name to the file name. Submit by saving a copy of the proposal form in your Common Drive Folder.

### Part 1. Identifying Information

Select your Agency: METRO TRANSIT

Enter your Service: Bus Rapid Transit

Review the "Service Description" in the [2025 Adopted Budget](#). Do you have any updates?

- ☒ No – No change to description  
☐ Yes – Description needs to be updated

*If yes, enter updated Service Description here:*

Click or tap here to enter text.

Review the "Activities Performed by Service" in the [2025 Adopted Budget](#). Do you have any updates?

- ☐ No – No change to activities  
☒ Yes – Activities need to be updated

*If yes, enter updated Activities Performed by Service here:*

The BRT Service will have an allocation of expenditures and revenues in place by April 2026. The agency is still awaiting Federal guidance on classifying BRT related costs and plans to allocate budget using a similar approach.

### Part 2. Base Budget Proposal: Significant Changes (\$10,000 or more)

Agencies can propose net neutral reallocations within their budget, but must explain changes of \$10,000 or more at the **Service and/or Major level**.

Examples of changes that **do** need to be detailed:

- Moving \$10,000+ within a Service from one Major to another Major.
- Moving \$10,000+ within a Major from one Service to another Service

Examples of changes that **do not** need to be detailed:

- Total changes of less than \$10,000 at the Major and Service level.
- Object level changes if the net change to the Major is less than \$10,000. For example, if you propose moving \$15,000 from Consulting to Software within the Purchased Services Major, you do not need to detail the change if it is within the same Service.

If your proposed changes are a technical correction to your base budget, you can simply state that the change is a correction/ adjustment in the narrative questions below. **If you are not proposing changes to your base budget, skip this section.**

Summary Table of Service and/or Major Changes of \$10,000 or More			
Complete the table below to detail changes at the Service and/or Major level and answer the narrative questions to describe your changes. <b>If you have no significant changes, skip this section</b>			
Fund	Major	\$ Change	Description
Select	Select	Enter \$.	Click or tap here to enter text.
Select	Select	Enter \$.	Click or tap here to enter text.
Select	Select	Enter \$.	Click or tap here to enter text.
Select	Select	Enter \$.	Click or tap here to enter text.
Select	Select	Enter \$.	Click or tap here to enter text.
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Select	Select	Enter \$.	Click or tap here to enter text.
Select	Select	Enter \$.	Click or tap here to enter text.
Select	Select	Enter \$.	Click or tap here to enter text.
<p>Explain the impact of your proposed changes. Why is this needed in the 2026 budget? Will there be a change in current service levels? Will this result in operational efficiencies or savings?</p> <p>Click or tap here to enter text.</p>			
<p>Explain how your proposed changes consider equity and quality of life for residents. Will the changes address specific inequities or advance other equity goals? Is this related to a Neighborhood Resource Team (NRT) recommendation? What data did you use to inform your request?</p> <p>Click or tap here to enter text.</p>			

Part 3. Personnel Changes
<p>Complete this section to propose changes to payroll allocations or position classifications. Standard career ladders and position studies that are already in process with HR do not need to be submitted through this form.</p> <ul style="list-style-type: none"> <li>• If proposing a personnel change, agencies <b>are required</b> to discuss proposed changes with their HR Analyst before submitting their budget.</li> <li>• If the change involves a new classification, agencies must attach a position description.</li> </ul> <p><b>If you are not submitting personnel changes, skip this section.</b></p>
<p><b>Allocation Changes:</b> Does your proposal change the position allocations of existing positions?</p> <p><input checked="" type="checkbox"/> No – No allocation changes</p> <p><input type="checkbox"/> Yes – Includes proposed allocation changes</p> <p><i>If yes, complete the “Position Allocation Change Form” and submit as part of your proposal.</i></p>
<p><b>Reclassifications:</b> Does your proposal reclassify existing positions?</p>

☒ No – No reclassifications

☐ Yes – Includes proposed reclassifications

*If yes, you must provide the position number and briefly describe the change in the text box below.  
If the request involves a new classification, attach an updated position description.*

Click or tap here to enter text.

**# of FTEs:** Agencies may propose changes to the total number of FTEs. For General/ Library/ Fleet funds, proposed changes in FTEs must be net neutral to the target budget. For Enterprise funds, proposed changes in FTEs must be supported by agency revenues. Estimated costs must factor in salary *and* benefits. Use the [2025 Employee Compensation Calculator](#) to estimate the total costs.

Does your proposal change the total number of FTE positions for an existing classification?

☒ No – No change to # of FTEs

☐ Yes – Includes proposed change to # of FTEs

*Provide the position classification and briefly describe the change:*

Click or tap here to enter text.

Explain the impact of your proposed personnel changes. Why is this needed in the 2026 budget? Will there be a change in current service levels? Will this result in operational efficiencies or savings?

Click or tap here to enter text.

Explain how your proposed personnel changes consider equity and quality of life for residents. Will the changes address specific inequities or advance other equity goals?

Click or tap here to enter text.

## 2026 Operating Budget Service Budget Proposal Form

Instructions: Complete one form per Service. When saving the file, add the Agency and Service name to the file name. Submit by saving a copy of the proposal form in your Common Drive Folder.

### Part 1. Identifying Information

Select your Agency: METRO TRANSIT

Enter your Service: Fixed Route

Review the "Service Description" in the [2025 Adopted Budget](#). Do you have any updates?

- ☒ No – No change to description  
☐ Yes – Description needs to be updated

*If yes, enter updated Service Description here:*

Click or tap here to enter text.

Review the "Activities Performed by Service" in the [2025 Adopted Budget](#). Do you have any updates?

- ☒ No – No change to activities  
☐ Yes – Activities need to be updated

*If yes, enter updated Activities Performed by Service here:*

Click or tap here to enter text.

### Part 2. Base Budget Proposal: Significant Changes (\$10,000 or more)

Agencies can propose net neutral reallocations within their budget, but must explain changes of \$10,000 or more at the **Service and/or Major level**.

Examples of changes that **do** need to be detailed:

- Moving \$10,000+ within a Service from one Major to another Major.
- Moving \$10,000+ within a Major from one Service to another Service

Examples of changes that **do not** need to be detailed:

- Total changes of less than \$10,000 at the Major and Service level.
- Object level changes if the net change to the Major is less than \$10,000. For example, if you propose moving \$15,000 from Consulting to Software within the Purchased Services Major, you do not need to detail the change if it is within the same Service.

If your proposed changes are a technical correction to your base budget, you can simply state that the change is a correction/ adjustment in the narrative questions below. **If you are not proposing changes to your base budget, skip this section.**

**Summary Table of Service and/or Major Changes of \$10,000 or More**

Complete the table below to detail changes at the Service and/or Major level and answer the narrative questions to describe your changes. **If you have no significant changes, skip this section**

Fund	Major	\$ Change	Description
2150 - METRO TRANSIT	42 - INTERGOV REVENUES	-\$1,095,062	Decrease based on updated assumptions and partner revenues. Also appropriately accounting for revenue between 42 and 43 majors.
2150 - METRO TRANSIT	43 - CHARGES FOR SERVICES	\$1,322,118	Increase based on updated trends from sales data. Also appropriately accounting for revenue between 42 and 43 majors.
2150 - METRO TRANSIT	51 - SALARIES	-\$666,149	Decrease primarily for updated overtime estimates based on operational overtime efficiency work being done by Metro staff. Staffing levels are maintained in the budget, with one position being reclassified to a lower level.
2150 - METRO TRANSIT	52 - BENEFITS	-\$30,000	Decrease based on retiree sick leave payout trends
2150 - METRO TRANSIT	53 - SUPPLIES	-\$252,447	Decrease primarily based on updated expectations for equipment supply spending.
2150 - METRO TRANSIT	54 - PURCHASED SERVICES	\$1,514,505	Increase for electricity costs and insurance payments.
Select	Select	Enter \$.	Click or tap here to enter text.
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Select	Select	Enter \$.	Click or tap here to enter text.
<p>Explain the impact of your proposed changes. Why is this needed in the 2026 budget? Will there be a change in current service levels? Will this result in operational efficiencies or savings?</p> <p>No service changes are proposed in the budget, but the changes in funding and amounts is related to doing a more thorough review of Metro's Operating budget and setting it as accurately moving forward as possible after the multiple years of significant changes to service.</p>			
<p>Explain how your proposed changes consider equity and quality of life for residents. Will the changes address specific inequities or advance other equity goals? Is this related to a Neighborhood Resource Team (NRT) recommendation? What data did you use to inform your request?</p> <p>The proposed changes consider equity and quality of life by sustaining service levels within the Metro system. No specific NRT recommendation was used here, but the sustained service positively impacts these areas. A variety of data sources, including ridership, pass sales, past expenditure needs, as well as projections of increasing costs were used to create the request.</p>			



### Part 3. Personnel Changes

Complete this section to propose changes to payroll allocations or position classifications. Standard career ladders and position studies that are already in process with HR do not need to be submitted through this form.

- If proposing a personnel change, agencies **are required** to discuss proposed changes with their HR Analyst before submitting their budget.
- If the change involves a new classification, agencies must attach a position description.

**If you are not submitting personnel changes, skip this section.**

**Allocation Changes:** Does your proposal change the position allocations of existing positions?

- ☒ No – No allocation changes  
☐ Yes – Includes proposed allocation changes

*If yes, complete the “Position Allocation Change Form” and submit as part of your proposal.*

**Reclassifications:** Does your proposal reclassify existing positions?

- ☐ No – No reclassifications  
☒ Yes – Includes proposed reclassifications

*If yes, you must provide the position number and briefly describe the change in the text box below.  
If the request involves a new classification, attach an updated position description.*

See transmittal memo for more. Restructuring of the Metro HR team’s work.

**# of FTEs:** Agencies may propose changes to the total number of FTEs. For General/ Library/ Fleet funds, proposed changes in FTEs must be net neutral to the target budget. For Enterprise funds, proposed changes in FTEs must be supported by agency revenues. Estimated costs must factor in salary *and* benefits. Use the [2025 Employee Compensation Calculator](#) to estimate the total costs.

Does your proposal change the total number of FTE positions for an existing classification?

- ☒ No – No change to # of FTEs  
☐ Yes – Includes proposed change to # of FTEs

*Provide the position classification and briefly describe the change:*

Click or tap here to enter text.

Explain the impact of your proposed personnel changes. Why is this needed in the 2026 budget? Will there be a change in current service levels? Will this result in operational efficiencies or savings?

Click or tap here to enter text.

Explain how your proposed personnel changes consider equity and quality of life for residents. Will the changes address specific inequities or advance other equity goals?

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Part 1. Identifying Information	
Select your Agency:	METRO TRANSIT
Enter your Service:	Paratransit
Review the "Service Description" in the <a href="#">2025 Adopted Budget</a> . Do you have any updates? <input checked="" type="checkbox"/> No – No change to description <input type="checkbox"/> Yes – Description needs to be updated	
<i>If yes, enter updated Service Description here:</i>  <div style="border: 1px solid #ccc; padding: 2px; background-color: #f5f5f5;">Click or tap here to enter text.</div>	
Review the "Activities Performed by Service" in the <a href="#">2025 Adopted Budget</a> . Do you have any updates? <input checked="" type="checkbox"/> No – No change to activities <input type="checkbox"/> Yes – Activities need to be updated	
<i>If yes, enter updated Activities Performed by Service here:</i>  <div style="border: 1px solid #ccc; padding: 2px; background-color: #f5f5f5;">Click or tap here to enter text.</div>	

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Examples of changes that <b>do not</b> need to be detailed: <ul style="list-style-type: none"> <li>Total changes of less than \$10,000 at the Major and Service level.</li> <li>Object level changes if the net change to the Major is less than \$10,000. For example, if you propose moving \$15,000 from Consulting to Software within the Purchased Services Major, you do not need to detail the change if it is within the same Service.</li> </ul>
If your proposed changes are a technical correction to your base budget, you can simply state that the change is a correction/ adjustment in the narrative questions below. <b>If you are not proposing changes to your base budget, skip this section.</b>

**Summary Table of Service and/or Major Changes of \$10,000 or More**

Complete the table below to detail changes at the Service and/or Major level and answer the narrative questions to describe your changes. **If you have no significant changes, skip this section**

Fund	Major	\$ Change	Description
2150 - METRO TRANSIT	43 - CHARGES FOR SERVICES	-\$126,226	Decrease due to updated senior/disabled ride pass assumptions
2150 - METRO TRANSIT	52 - BENEFITS	-\$43,000	Decrease due to updated amounts for retiree sick leave payouts and retiree health insurance
2150 - METRO TRANSIT	53 - SUPPLIES	-\$37,950	Reduction in expected work supply spending
2150 - METRO TRANSIT	54 - PURCHASED SERVICES	\$151,202.	Increase primarily from expected contacted paratransit costs
2150 - METRO TRANSIT	42 - INTERGOV REVENUES	-\$600,000	Accounting for inter-governmental payments related to paratransit.
Select	Select	Enter \$.	Click or tap here to enter text.
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Select	Select	Enter \$.	Click or tap here to enter text.
Select	Select	Enter \$.	Click or tap here to enter text.
Select	Select	Enter \$.	Click or tap here to enter text.

Explain the impact of your proposed changes. Why is this needed in the 2026 budget? Will there be a change in current service levels? Will this result in operational efficiencies or savings?

These changes are all based on a review of the service budget and aligning budget requests for next year with anticipated actual needs. The most impactful change is the revenue being allocated correctly (and the contractual cost of service provision being higher).

Explain how your proposed changes consider equity and quality of life for residents. Will the changes address specific inequities or advance other equity goals? Is this related to a Neighborhood Resource Team (NRT) recommendation? What data did you use to inform your request?

The change does not impact the actual service being provided here. The change supports our equity goals by sustaining the provision of paratransit services across the service area. This is not related to NRT specific recommendation. The data used was actual performance and estimated contractual rates for the coming year.

**Part 3. Personnel Changes**

Complete this section to propose changes to payroll allocations or position classifications. Standard career ladders and position studies that are already in process with HR do not need to be submitted through this form.

- If proposing a personnel change, agencies **are required** to discuss proposed changes with their HR Analyst before submitting their budget.
- If the change involves a new classification, agencies must attach a position description.

**If you are not submitting personnel changes, skip this section.**

**Allocation Changes:** Does your proposal change the position allocations of existing positions?

- ☒ No – No allocation changes  
☐ Yes – Includes proposed allocation changes

*If yes, complete the “Position Allocation Change Form” and submit as part of your proposal.*

**Reclassifications:** Does your proposal reclassify existing positions?

- ☒ No – No reclassifications  
☐ Yes – Includes proposed reclassifications

*If yes, you must provide the position number and briefly describe the change in the text box below.  
If the request involves a new classification, attach an updated position description.*

Click or tap here to enter text.

**# of FTEs:** Agencies may propose changes to the total number of FTEs. For General/ Library/ Fleet funds, proposed changes in FTEs must be net neutral to the target budget. For Enterprise funds, proposed changes in FTEs must be supported by agency revenues. Estimated costs must factor in salary *and* benefits. Use the [2025 Employee Compensation Calculator](#) to estimate the total costs.

Does your proposal change the total number of FTE positions for an existing classification?

- ☒ No – No change to # of FTEs  
☐ Yes – Includes proposed change to # of FTEs

*Provide the position classification and briefly describe the change:*

Click or tap here to enter text.

Explain the impact of your proposed personnel changes. Why is this needed in the 2026 budget? Will there be a change in current service levels? Will this result in operational efficiencies or savings?

Click or tap here to enter text.

Explain how your proposed personnel changes consider equity and quality of life for residents. Will the changes address specific inequities or advance other equity goals?

Click or tap here to enter text.