



## OFFICE OF RACIAL EQUITY AND SOCIAL JUSTICE


Marc Elrich  
County Executive

Tiffany Ward  
Director and Chief Equity Officer

### MEMORANDUM

June 3, 2025

To: Jennifer Bryant, Director  
Office of Management and Budget

From: Tiffany Ward, Director  
Office of Racial Equity and Social Justice 

Re: Racial Equity Impact Assessment (REIA) Supplemental Appropriation (SA) #25-71  
FY25 Operating Budget, Department of Transportation, Transit Services (\$9,200,000)

- I. **FINDING:** The Office of Racial Equity and Social Justice (ORESJ) finds that *Supplemental Appropriation #25-71 Department of Transportation, Transit Services* is likely to advance racial equity and social justice by ensuring access to safe, reliable RideOn bus service across the County. The funding would cover overtime costs for transit operators and coordinators, who are disproportionately people of color due to historical and current inequities. The funding also supports maintaining bus fleet operations, which serve a ridership that again is disproportionately comprised of low-income residents and Black, Indigenous, and Other People of Color (BIPOC) due to structural inequities.
- II. **BACKGROUND:** The purpose of SA #25-71 is to allocate funds from the Mass Transit Fund Undesignated Reserves to fund cost increases necessary to maintain the current service level through the end of the year. Current year expenditures are projected to exceed budgeted operating expenditures and personal costs by approximately \$9,200,000. Specifically, bus operator and transit coordinator overtime costs have increased, resulting in a projected personnel cost deficit of \$4,000,000. Additionally, price increases for parts, maintenance, and repair services have resulted in a projected overage of \$5.2 million for RideOn Bus fleet operating costs.
- III. **ANALYSIS:** The Office of Racial Equity and Social Justice (ORES) has conducted several racial equity impact assessments (REIAs) on supplemental appropriations related to mass transportation programs, including personnel cost and operating expenditure budget

increases. For additional background, research, and analysis on Bus operators and transit coordinators over time cost increases, as well as RideOn Bus fleet parts, maintenance, and repair service funding requests, please refer to our previous REIAs on these topics.

- REIA #24-76 Mass Transit  
<https://www.montgomerycountymd.gov/ore/Resources/Files/24-76.pdf>
- REIA #22-26 Transit Service Bus Operators  
<https://www.montgomerycountymd.gov/ore/Resources/Files/22-26.pdf>
- REIA #23-92 Transit Services  
<https://www.montgomerycountymd.gov/ore/Resources/Files/23-92.pdf>

cc: Chris Conklin, Director, Department of Transportation  
Tricia Swanson, Director, Strategic Partnerships, Office of the County Executive