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Strengths • Engaged governing Board • Dedicated sales tax funding • Strong regional employer base • Progressive citizenry, supportive of "green" initiatives • Agency owns bases, office building, infrastructure, rail bridge corridor • Historically strong voter support for transit ballot measures	 (BART, Caltrain) and rideshare programs (Uber and Lyft) undercut ridership Long-term staffing vacancies, turnover High cost of living Non-diverse, volatile funding base Debt/deficits severely constrain agency, threaten future solvency
 Opportunities Growing Millennial and Baby Boomer populations New or extended sales tax Redefine service delivery model Rethink paratransit service Increase non-fare revenue sources Service changes Reduce service and lower costs BRT or Rapid Service New markets/Partnerships (TNCs) 	 Threats Economic downturn Demographic and employment trends will continue to erode ridership Fares don't keep pace with rate of inflation Increased JPB contributions Debt service not retired until 2034, annual cost of \$20 million Sales tax erosion due to online sales









