



Board of Directors Meeting
Thursday, August 21, 2025
SEMCOG Offices, Woodward Room
1001 Woodward Avenue, Suite 1400
Detroit, MI 48226
[Zoom Virtual Public Participation](#)
1:00 PM

AGENDA

1. Call to Order
2. Roll Call
3. **Approval of Agenda**
4. Public Comment – Time Limitation for Public Comment = 3 minutes per speaker
5. Executive Directors Report
6. Public Hearing
 - a. **FY 2025-2026 Budget Public Hearing**
7. Presentations
 - a. **Strategic Plan Overview**
8. Consent Agenda
 - a. **Approval of July 2025 Board Meeting Summary**
 - b. **Approval of July 2025 Financial Report**
 - c. **Summary of Contracts**
9. Regular Agenda
 - a. **Approval of Rehmann Financial Services Contract**
 - b. **Approval of Amended Abbreviated EEO Program Plan**
 - c. **Approval of FY2026-2028 DBE Goal Methodology Update**
10. New Business
11. Adjourn

The Board may, at its discretion, revise this agenda or take up any other issues as needed, and time allows. Request for reasonable accommodation at RTA meetings requires advanced reservations. Individuals with disabilities requiring assistance should contact RTA Information Services at least 48 hours in advance of the meeting. Documents and information are available in a variety of formats. Contact the RTA at info@rtamichigan.org or call 313-402-1020 to discuss your format needs.

Business Plan & Budget FY 2026

SEPTEMBER 2025 ADOPTION

rta
Regional Transit Authority

DRAFT



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Message from the Executive Director

RTA Board of Directors,

I'm pleased to submit the FY2026 Business Plan and Budget. This year's document marks a milestone in RTA's growth and charts a path toward the future.

Our first year of operating QLINE has been a success. We've balanced stable operation with increased collaboration and realized administration, benefits, and contract efficiencies. Crucially, we've been making important investments to improve QLINE's reliability and customer experience. These investments will take some time to get up and running, but they will put us on the path to ongoing success.

QLINE operation has not overshadowed the indispensable and popular programs that the RTA manages. In 2025, the RTA's Regional Services team distributed close to \$200 million to the region, fulfilling its responsibility as the designated recipient of appropriated funds. Both DAX and D2A2 grew their ridership by nearly 20% year over year, a testament to the popularity and opportunity of regional connections.

The Board has consequential decisions to make going forward. That is why the agency is undertaking a Strategic Planning process, the first in 13 years. The Strategic Planning process will engage RTA leadership and the Board to agree upon a North Star for the agency. The chosen direction will point the agency and region toward priorities identified in the Regional Transit Master Plan, moving us toward a sustainable financial model that delivers effective programs and services.

In the following year, the RTA will implement a significant master plan update to determine various regional transit scenarios, allowing the agency to weigh the relative importance of various aspects of transit provided by both the RTA and partners. Survey input from riders, transit providers, and the public provides clarity on the region's transit needs. These topics are considered in more detail in the pages that follow.

Fueled by last year's achievements, the RTA is poised to deliver true transit progress throughout the region. I'd like to thank the board for your continued leadership and commitment to our region as we charge ahead to a pivotal time for our agency and transit system.



Ben Stupka

Executive Director

RTA Mission, Vision & Values

The Regional Transit Authority of Southeast Michigan (RTA) is a public agency with the mission to create new and better ways to move and connect people. The RTA partners with transit providers, communities, companies and citizens to create a vision for public transit – what it can be, what it can do, what we can achieve with it – and bring that vision to life. By exploring new strategies for improving transit coverage and service, securing and overseeing funding and increasing accessibility to transit offerings, the RTA plays a crucial role in unleashing our region’s boundless potential.

The RTA oversees the operation of the QLINE system in Detroit.

Mission: Creating new and better ways to move and connect people.

Vision: A Southeast Michigan where advances in transit create greater prosperity for all.

Values

Creativity - bringing innovative thinking to enhance the transit experience.

Empathy - understanding how we can help improve lives across the region.

Opportunity - leading the way to the future of transit in Southeast Michigan.

We’re the RTA. Get On Board



WE’RE TRANSIT SUBJECT MATTER EXPERTS

We’re deeply experienced, data-driven, dig into the nuts and bolts, and lead all regional planning.



WE’RE DRIVERS AND DOERS

We generate new ideas, implement them, test them, and assess the results.



WE’RE COMMUNITY CONNECTORS

We bring together citizens, governments, and businesses to solve problems and create opportunities.

Board of Directors

Regional Leadership

The RTA's Board of Directors comprises accomplished public servants with deep expertise across corporate, nonprofit, and public experience. United by a shared commitment to good governance, innovation, and regional cooperation, the Board champions strategies that expand transit access, modernize infrastructure, and harness technology to meet the region's evolving mobility needs and improve riders' experiences riding transit. Their leadership ensures the RTA remains a catalyst for long-term progress and shared regional prosperity.

The RTA's 10-member board is appointed for three-year terms by the county executives of Wayne, Oakland, and Macomb counties, the chair of the Washtenaw County Board of Commissioners, the Mayor of Detroit, and the Governor of Michigan. The Governor's appointee serves as chair without a vote.



Dave Massaron
Governor Appointed
Chair



Jon Moore
Macomb County



Don Morandini
Macomb County



Jeannette Bradshaw
Oakland County



Helaine Zack
Oakland County



Freman Hendrix
City of Detroit



Ned Staebler
Washtenaw County



Alma Wheeler Smith
Washtenaw County



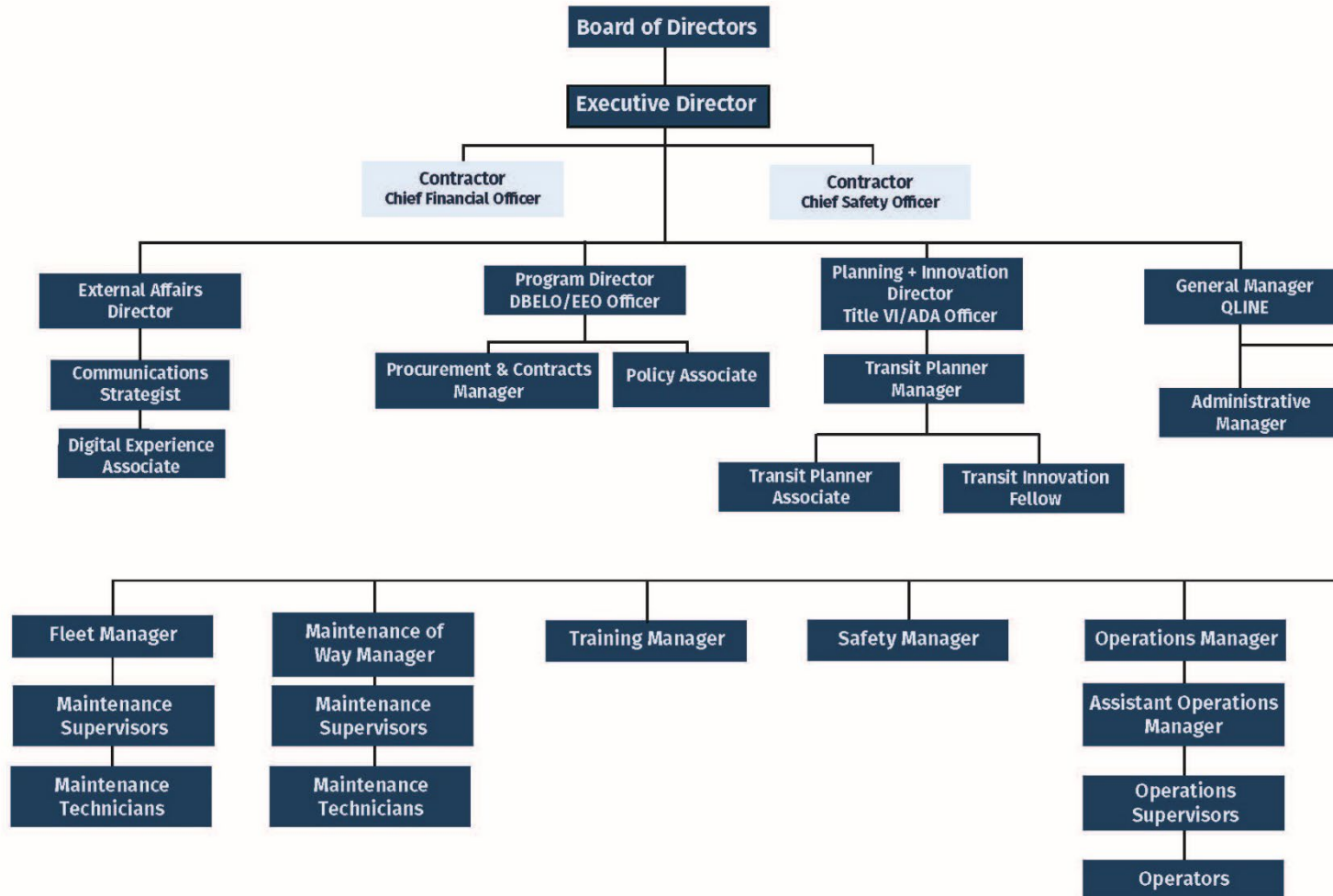
June Lee
Wayne County



Erica Robertson
Wayne County

Organizational Structure

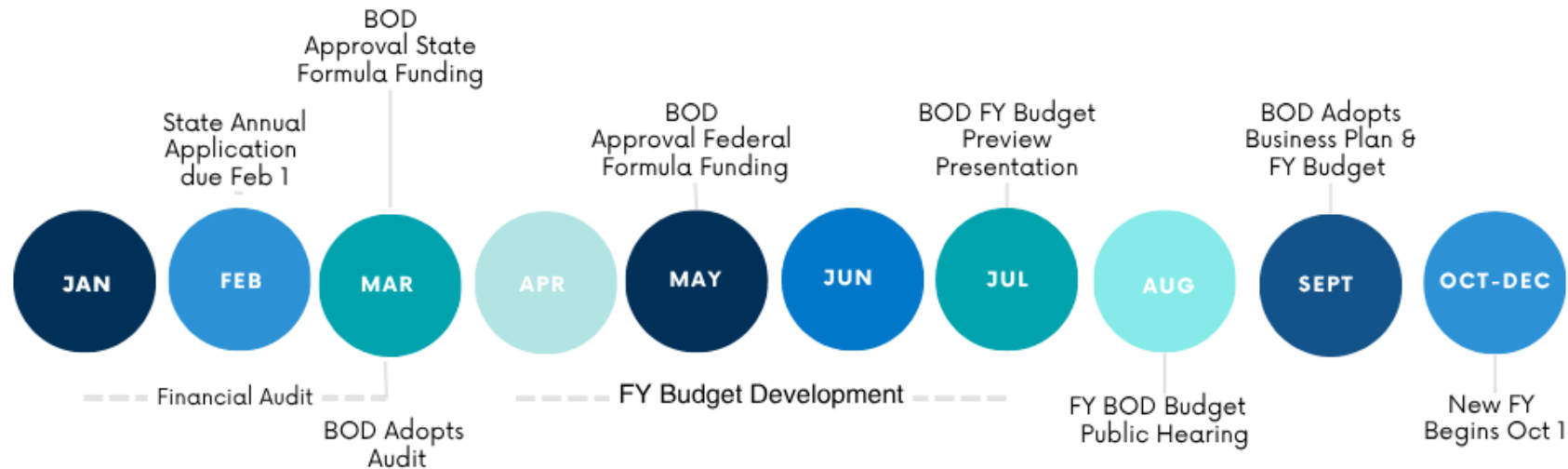
RTA's organizational structure remains consistent in year two of QLINE ownership. With all functions reporting to the Executive Director, the RTA comprises 59 employees, including designated roles for FTA grant and safety compliance for Equal Employment Opportunity (EEO), Chief Safety Officer (CSO), Disadvantaged Business Enterprise (DBE) Officer, and Title IV Compliance Officer. The leadership team comprises the QLINE General Manager, External Affairs, Program and Planning and Innovation Directors. Strategic contractual relationships support key business functions, including Regional Services planning, communications, legal, and finance.



Annual Budget Development Cycle

Fiscal Obligations

RTA publishes a fiscally responsible annual budget with five-year revenue projections that reflects organizational priorities, meets the agency's statutory responsibilities, and delivers programs and projects.



State Application

RTA's budget cycle aligns with the Michigan Department of Transportation Office of Passenger Transportation (OPT) annual state application. By February 1, Michigan transit agencies must submit operational budget requests for the following fiscal year to obtain state and federal funds for public transit and intercity bus services.

Federal Formula Funding

The RTA board annually authorizes fiscal year federal formula funding distribution for the Detroit and Ann Arbor Urbanized Areas. As the designated recipient, the RTA allocates FTA formula funds to transit providers in both areas based on agreed-upon methodologies and provider priorities. Approval of this funding split allows transit providers to proceed with federal and state grant processes to support capital and operational needs across the region.

PA 387 2012

State legislation requires RTA to adopt a new fiscal year budget by September 30.

Business Plan Purpose & Need

Delivering Results

The RTA's FY2026 Business Plan communicates how the agency prioritizes investments, manages risks, and measures progress. The plan aligns goals, priorities, projects, and resources to guide the agency's operations and growth. This document responds to ongoing challenges and emerging opportunities. It supports a more connected, equitable, and efficient transit network in collaboration with local providers and stakeholders.

With the creation of this business plan, we celebrate our first anniversary of the QLINE integration as part of the RTA. This transitional year marked more than a change in ownership. It signaled the beginning of the RTA's broader business transformation.

We continue aligning strategy, operations, projects, and staffing as one agency. We're evolving to operate more cohesively, effectively, and with a deeper focus on delivering more value for the region and transit riders.

Regional Transit Master Plan Goals

The Regional Transit Master Plan (RTMP) is a vital guide for the agency, providing a realistic roadmap and unified vision for transit progress in Southeast Michigan. The RTA releases annual updates to the RTMP to build its strategic agenda and coordinate long-range planning activities. The RTA has set up the RTMP to accelerate services and programs under differential funding realities.

By anchoring annual priorities in the RTMP and aligning with the agency's mission, vision, and values, the Business Plan enables the RTA to deliver coordinated, accountable, and forward-thinking solutions that advance public transit infrastructure investment.



Move People



Strengthen Access



Enhance Experience

Strategic Board Priorities

The RTA continues to manage our business growth. We assumed QLINE operations by scaling and evolving our internal systems, team structure, and business operations to support a larger, more complex organization. These efforts are designed to position the agency to lead future transit investments and meet the region's evolving mobility needs. The leadership team developed these baseline organizational goals and statements.

Goal: Evolve Workplace to Fit Larger Organization and Responsibilities

This goal focuses on strengthening the RTA's internal capacity by investing in people, improving workplace culture, and aligning organizational structures to meet future needs. It includes building a more effective and inclusive team, modernizing financial and compliance systems, and creating a foundation for professional growth, collaboration, and accountability.

2025 Results

- Hired and repurposed staff
- Updated and modernized policies and procedures
- Developed an integrated Regional Services and QLINE Budget for FY2026
- Completed FTA Triennial 3-Year Review

2026 Expected Results

- Hire additional staff to continue strategic growth
- Continue to improve and integrate policies and procedures to improve operational efficiency
- Implement new Enterprise Resource Planning (ERP) to modernize financial system

Goal: Expand Communications Efforts With New Brand and Message

This goal focuses on expanding and strengthening the RTA's communications through a new agency-wide plan, updated branding, and targeted outreach for services and community engagement.

2025 Results

- Launched new Get On Board brand identity, core messaging, and website
- Upgraded DAX marketing campaign resulting in increased ridership
- Developed agency Community Engagement Plan

2026 Expected Results

- Expanded marketing for D2A2, DAX, and QLINE to continue to provide awareness and grow ridership
- More collaborative marketing with transit providers to grow awareness and ridership

Strategic Board Priorities

Goal: Evolve Execution of Core Business Functions

This goal focuses on strengthening the RTA's core business functions by coordinating formula funding, aligning planning projects with strategic priorities, and improving collaboration with transit providers.

2025 Results

- Approved \$190M in State and Federal funding for regional transit providers
- Updated the RTMP
- Completed the first regional Strategic Technology Plan
- Advanced integration agenda priorities with the Providers Advisory Council (PAC)

2026 Expected Results

- Further development of the regional capital program process to provide more clarity on investments made by transit providers
- Updated RTMP that looks at future scenarios developed through the agency's Strategic Plan process
- Continued progress on the integration agenda with the PAC to dial in regional collaboration

Goal: Services & Initiatives – Implement RTMP Priorities

This goal focuses on improving transit service across the region by consistently evaluating impact and prioritizing funding based on strategic priorities. It includes targeted efforts to grow ridership, enhance customer experience, modernize technology, and expand key programs and services like QLINE, express buses, corridors, and MyRide2.

2025 Results

- Ensured a stable transition that allowed the QLINE to operate smoothly
- Submitted a \$3M Congressionally Directed Spending request to invest in dedicated lanes and other improvements along the Woodward corridor in Downtown Detroit.
- Increased ridership on D2A2 (20%) and DAX (18%) express bus services; 90% of DAX riders reported they were very satisfied with the service after the first year
- Launched Mobility Wallet program
- Received MDOT \$824,000 grant award for Transit App
- Launched Access to Transit program with \$2M Congestion Mitigation and Air Quality (CMAQ) grant and state match for projects in FY2026 and received over \$3M in CMAQ with state match for future years of the program
- Made \$11M in investments in over 30 communities through the Mobility 4 All (M4A) Program
- Completed the M4A Plan, which sets transit priorities for seniors and people with disabilities throughout the region

Strategic Board Priorities

2026 Expected Results

- Increased ridership for QLINE, D2A2, and DAX
- Implement several QLINE capital and operational improvements
- First year of the regional Transit App pilot
- Completion of the Mobility Wallet pilot with clear next steps
- Design and construction of several Access to Transit projects (bus stop improvements)
- Development of a regional travel training and mobility management program
- Expanded use of the MyRide2 platform
- Identification and advancement of significant next steps on all four major corridors: Woodward, Gratiot, Michigan, and Washtenaw

Goal: Develop a Strategic Agenda for the New RTA

This goal focuses on shaping the RTA's long-term direction by developing a clear policy and legislative agenda, strengthening relationships with regional, state, and federal partners, and advancing a five-year strategic path. RTMP goals are foundational in setting priorities for regional transit improvements and are incorporated into the strategic agenda.

2025 Results

- Completed the 2025 Board Legislative Agenda
- Educated legislators about the impact of state budget and road funding on regional transit
- Submitted for and supported several discretionary grants
- Launched the agency's first Strategic Planning initiative

2026 Expected Results

- Completion of the agency's first Strategic Plan and identification of a future funding pathway

Next year, the RTA anticipates an updated set of goals that will emerge from its first-ever Strategic Planning process. These goals will illustrate regional stakeholder perspectives and cover the agency's evolving role, business systems, and transit service responsibilities. They will align with long-term regional priorities and guide how the RTA achieves organizational excellence by strengthening its operations, team performance, and investments to better serve Southeast Michigan.

FY26 Budget Overview

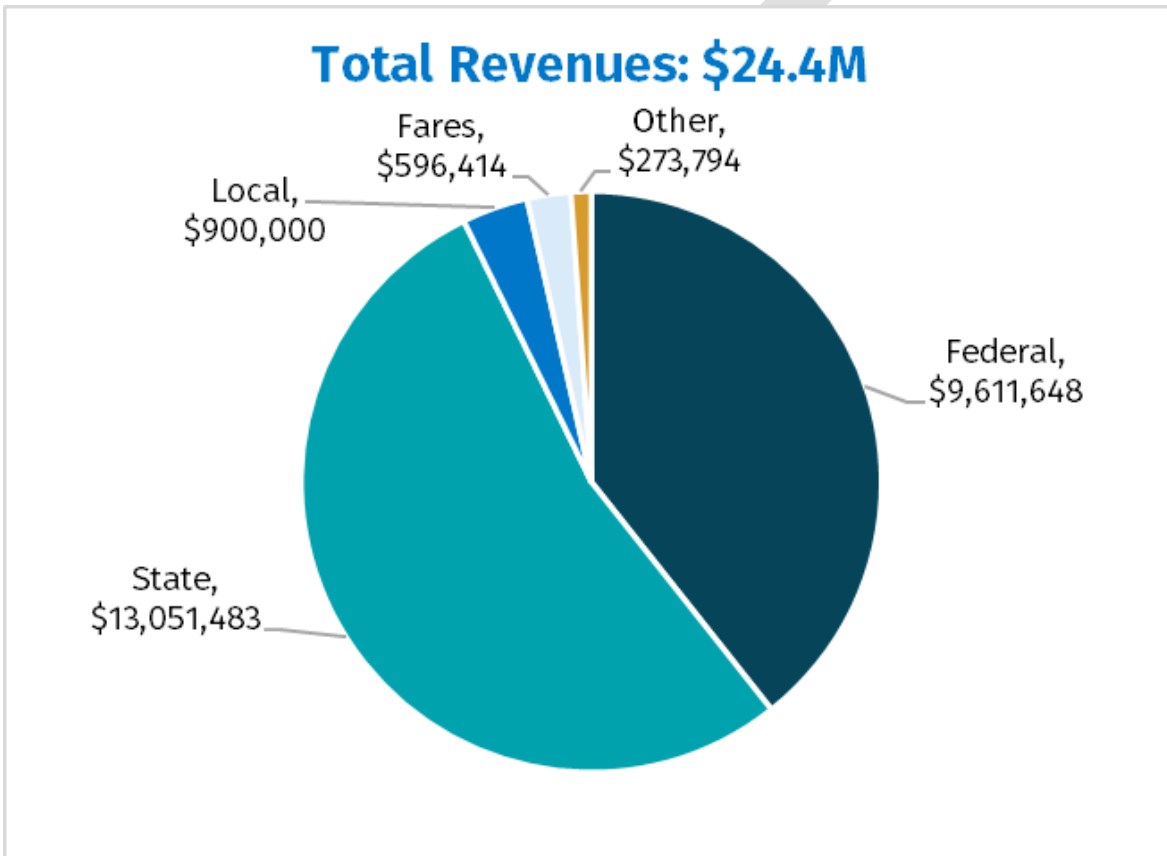
Revenues & Expenses

RTA's balanced budget totals \$24,433,340 in revenue with \$24,433,340 in expenses.

	Total
Federal Revenue:	
Section 5307 (MI-2022-005-01; ARPA)	\$6,441,397
Section 5310 (MI-2024-009-00; Mobility Management)	\$270,251
Section 5307/CMAQ (MI-2021-036-02; D2A2)	\$0
Section 5307 (Preventive Maintenance)	\$1,300,000
Section 5307/CMAQ (Access to Transit)	\$1,600,000
Federal	\$9,611,648
State Revenue:	
State of Michigan CFDF	\$5,000,000
Local Bus Operating	\$5,725,684
Mobility Management Match (2022-0126/P7)	\$67,563
PM Match	\$325,000
ATP Match	\$400,000
Mobility Wallet (2022-0126/P3)	\$250,000
ATP Planning (2022-0126/P6)	\$1,000,000
Transit App (2022-0126/P8)	\$283,236
State	\$13,051,483
Local Revenue:	
Detroit DDA	\$900,000
Local	\$900,000
Operating Revenue:	
Fare revenue	\$596,414
Fares	\$596,414
Other grants and contributions:	
Contributed services	\$273,794
Other	\$273,794
Total Revenues	\$24,433,340
Expenses	
Salaries and Wages	\$5,296,530
Fringe Benefits	\$1,307,317
Professional Services	\$1,019,621
QLINE Maintenance	\$3,547,714
Planning Services	\$1,500,000
Communications Services	\$981,421
Services and Initiatives	\$8,623,766
Administrative Expenses	\$2,156,970
Total Expenses	\$24,433,340

FY26 Revenues

The RTA's revenue sources rely on short-term revenue, one-time grants, and state appropriations. American Rescue Plan (ARPA) funds continue to cover most critical administrative functions and begin covering D2A2 and DAX express bus services. State of Michigan's Local Bus Operating (LBO) allocates funds for RTA administration and QLINE operations, with the total overall amount and reimbursement basis subject to annual State Budget negotiations. The RTA received multiple state and federal grant awards that support strategic initiatives to advance priorities in the RTMP.



Budget Detail – Revenues

Services & Programs Highlights

American Rescue Plan Act Funds

This federal revenue source continues to fund critical Regional Services administrative functions. Grant revenues to pilot and launch DAX and D2A2 services conclude in September 2025. Expenses to continue these services move to ARPA beginning October 1. Following federal act regulations, ARPA funds must be expended by 2029.

State Local Bus Operating Allocation

RTA is projecting over \$5 million in LBO revenue, of which approximately 75% is allocated to QLINE operations and 25% to administrative functions. LBO fluctuates annually based on state budget allocations. Transit agencies must have a local source of funding to receive LBO. Currently, the state recognizes ARPA as RTA's local funding commitment.

Dedicated QLINE Funding

State of Michigan's Convention Facility Development Fund (CFDF) contributes \$5,000,000 and Detroit Downtown Development Authority commits \$900,00 annually.

Federal Formula Revenue (5310 and 5307)

Newly awarded grant funds cover strategic initiatives, including:

- \$1,600,000 from Congestion Mitigation Air Quality (CMAQ) Grant to launch Access to Transit program (bus stop improvement, anticipated 2-3 stops in inaugural year).
- \$270,251 from Mobility Management plus \$325,000 MDOT state match to maintain MyRide2, connecting seniors and people with disabilities to transportation in RTA's four-county area.
- \$1,300,000 from Section 5307 for QLINE preventative maintenance.

State Grant Funding

MDOT awarded RTA \$828,000 to implement the Transit App premium plan for all transit app users, a long-time identified need by riders and transit providers to combine trip planning and fare payment into one app. There is some remaining funding on an existing state grant to complete the Mobility Wallet pilot project.

Fares – DAX and D2A2 Express Bus Services

Fares comprise 12% of total revenue for D2A2 and DAX, with slight increases projected as ridership continues to rise. D2A2 and DAX fares range from \$2 to \$8. With grant funding, RTA is able to provide fares that are affordable and accessible for people, including discounts for seniors and students.

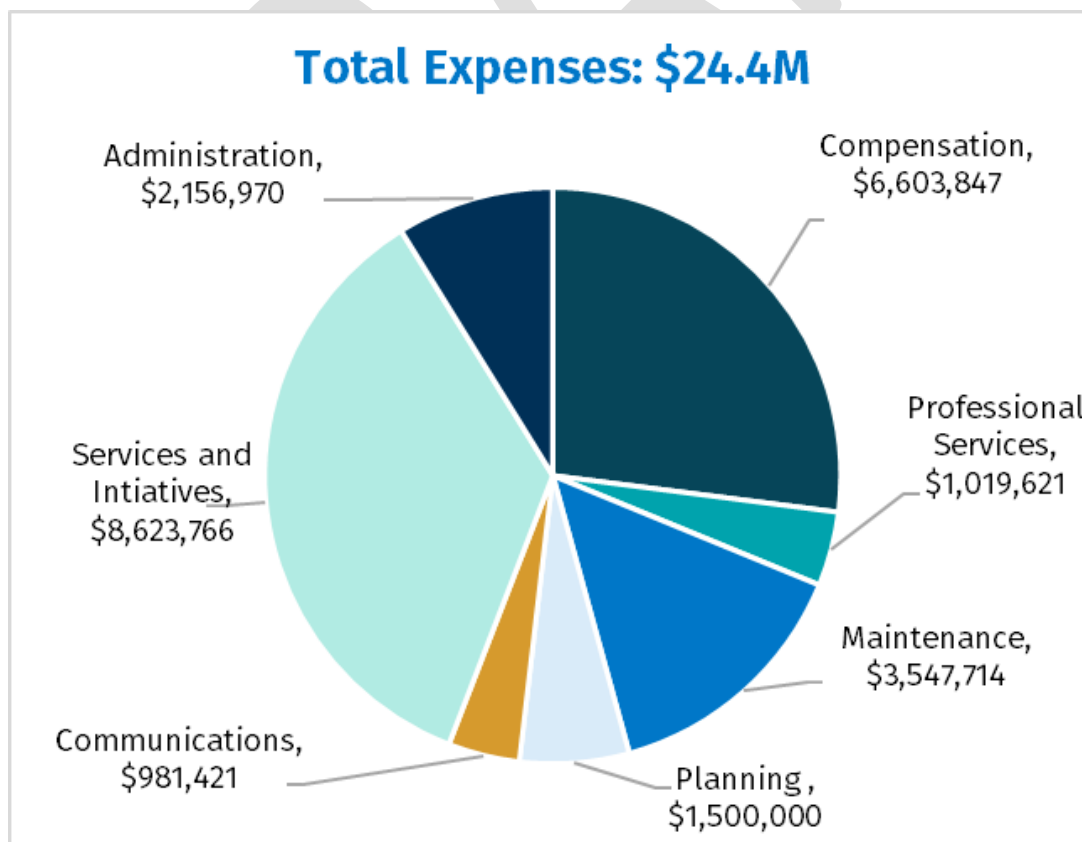
FY26 Expenses

Cost Centers

This budget reflects planned, reallocated, and discovered expenses from year one of learning QLINE operational and maintenance needs. RTA reduced administrative costs (legal, finance, audit, HR) from integration efficiencies between its two cost centers, Regional Services and QLINE operations. These savings are being reinvested in the QLINE maintenance program. RTA anticipates a cash reserve of approximately \$500,000 outside the budget at the beginning of FY2026.

Regional Services: Regional Services include administration, program, planning, communications, and marketing. To support a growing workload, additional staff are planned to increase to 12 FTE. Allocations for communications, marketing, and planning will also increase to manage new grant funding projects and expand RTA's engagement, reach, and impact. Strategic planning is a new board priority and initiative.

QLINE: Personnel costs reflect operators' and maintenance team members' need to provide ongoing service and maintain well-functioning streetcar vehicles; parts supply remains a significant budget expense. Capital improvements increase spending on deferred streetcar system maintenance items like brake overhauls, new chillers, concrete repairs, signage and striping upgrades, and aging technology infrastructure replacement and maintenance.



Budget Detail - Expenses

Services & Programs Highlights

Compensation

The RTA team comprises 59 employees with competitive salaries to retain and attract talent. Health insurance premiums increased by 18%. Union contracts are up for renewal in December 2026.

Professional Services

RTA continues its partnership with Rehmann for financial services, including acting as Chief Financial Officer. As the agency grows, this budget includes migrating from our online financial management tools to an ERP system recommended by the FTA for larger transit agencies. Legal, financial audit, and human resource vendors remain consistent with price increases included in contracts up for renewal.

QLINE Maintenance

This category includes funding to maintain the streetcars, the rail right-of-way, and the Penske Tech Center. Major cost items include funding for brake overhauls and chillers for all streetcars, concrete repairs for the rail right-of-way, and ongoing services like custodial, electrical, and track maintenance support.

Planning Services

This category includes funding for a major update to the RTMP, the new Strategic Plan, and ongoing planning and engineering support for the QLINE.

Communications Services

This category includes funding ongoing media relations services and marketing for D2A2, DAX, and QLINE. The marketing budget for these services has significantly increased.

Services & Initiatives

This category includes funding for all Regional Services projects, including D2A2, DAX, MyRide2, Access to Transit, Mobility Wallet, and the Transit App. Everything but D2A2 and DAX is funded with specific discretionary grants.

Administration

This budget category's most significant cost drivers are insurance premiums, technology services, and rent/utilities. Insurance premiums increased from 5% to 15%, to approximately \$900,000 across all policies. Limited insurers provide streetcar rail liability and are subject to marketplace pricing. RTA continues prioritizing safety and risk management to keep premiums as low as possible.

Technology upgrade pressures continue to increase as QLINE station and streetcar hardware and software reach ten-year end-of-life. Utilities mainly reflect DTE costs for powering the QLINE system.

Revenue Projection

Regional Services, D2A2, DAX Need Sustainable Funding Solutions

The RTA's ability to deliver on its strategic direction faces revenue realities. Over a dozen revenue sources, all restricted in some way, continue to rely on short-term and one-time funding. ARPA funding is diminishing and must be spent by 2029. New funding sources must be secured by 2028 to continue critical Regional Services that span planning, communications, and policy programming.

ARPA Must Be Spent By 2029

	2026	2027	2028	2029	2030
ARPA	\$6,441,397	\$6,575,231	\$6,712,425	\$5,024,665	\$0
LBO	\$2,268,172	\$2,315,298	\$2,363,608	\$1,658,939	\$0
Other	\$870,208	\$888,100	\$906,530	\$925,512	\$945,063
Revenues	\$9,579,777	\$9,778,630	\$9,982,562	\$7,609,115	\$945,063
Expenses	\$9,579,777	\$9,778,630	\$9,982,562	\$10,191,718	\$10,406,245
Over/(Under)	\$0	\$0	\$0	(\$2,582,602)	(\$9,461,182)

Midway Through ARPA: Confronting Financial Constraints

RTA has been fiscally disciplined to make every ARPA dollar count, extracting as much value as possible from federal money to deliver results. RTA leadership has laid the ground for longer-term, future improvements by strategically aligning talent, programs, services, and projects to advance regional transit improvement goals. Becoming owners and operators of the QLINE accelerated significant growth and transition of RTA's business operations.



The agency's ability to maintain or advance board priorities and investments will diminish next year. The board's Strategic Planning initiative is designed to identify the answer to "What comes after ARPA?" Outcomes from the Strategic Plan will balance the impact of the RTA with a sustainable funding model and a pathway to achieving it.



RTAmichigan.org

(313) 402-1020 | info@rtamichigan.org

1001 Woodward Avenue
Detroit, MI 48226



RTA FY 2025-2026 Budget



Proposed Meeting Summary Board of Directors

Thursday, July 17, 2025

1:00 PM

1. Call to Order at 1:01 PM.

2. Roll Call:

Board of Directors members	Government Entity	Attendance Status
Jeannette Bradshaw	Oakland County	P
Freman Hendrix (Secretary)	City of Detroit	P
June Lee	Wayne County	A
Dave Massaron (Chair)	State of Michigan	P
Jon Moore	Macomb County	P
Don Morandini (Vice Chair)	Macomb County	P
Dr. Erica Robertson	Wayne County	P
Alma Wheeler Smith (Treasurer)	Washtenaw County	P
Ned Staebler	Washtenaw County	V
Helaine Zack	Oakland County	A

Absent (A); Present (P); Virtual (V) means participating online, yet unable to vote on official business; Abstain (AB)

RTA Representatives Present:

Ben Stupka, Rachel Schmuhl, Melanie Piana, Julia Roberts, Corri Wofford, Mshadoni Smith-Jackson, Kristin Caffray, Isaac Constans, Dasia Mack, Kameron Bloye

Other Meeting Participants:

Michelle Hodges – Rehmann

Ryan Bridges - MMA

3. Approval of Agenda

- Moved by Treasurer Wheeler Smith and supported by Member Bradshaw. The agenda for July 17, 2025, was approved. The motion carried on the following roll call vote:

Board of Directors members	Government Entity	Vote
Jeannette Bradshaw	Oakland County	Y
Freman Hendrix (Secretary)	City of Detroit	Y
June Lee	Wayne County	A
Dave Massaron (Chair)	State of Michigan	Y
Jon Moore	Macomb County	Y
Don Morandini (Vice Chair)	Macomb County	Y
Dr. Erica Robertson	Wayne County	Y
Alma Wheeler Smith (Treasurer)	Washtenaw County	Y
Ned Staebler	Washtenaw County	V
Helaine Zack	Oakland County	A

- Absent (A); Yea (Y); Nay (N); Virtual (V) means participating online, yet unable to vote on official business; Abstain (AB)

4. Public Comment

Robert Pawlowski – Robert introduced himself as the Vice Chair of the Citizens Advisory Committee (CAC) and mentioned that this would be his last RTA Board meeting. Robert acknowledged the accomplishments of the RTA in the last few years, including the D2A2 and DAX pilots, along with the QLINE acquisition [ownership transfer].

Lucas Lasecki – Lucas introduced himself as a representative from TRU and spoke in strong support for the RTA's contract with Transit App.

5. Executive Directors Report

- Executive Director Stupka presented the following topics:
 - Big News – Annual QLINE Survey
 - Administration
 - Culture, Team Evolution, Modernization of Procurement and Financial Procedures, Developing an Effective Compliance Program
 - Communications
 - Core Business – Planning, Initiatives
 - QLINE Performance – Ridership, On-time, Delays, Safety
 - Secretary Hendrix asked what problems the operator shortage poses.
 - Executive Director Stupka noted that this is a persistent problem and that there are two primary challenges in this respect. First, salaries are on-par with the bus providers in

the region, but slightly lower. Like the bus providers, they are union positions. The second challenge is that many drivers are taking FMLA at a rate higher than expected (Family and Medical Leave Act). Stupka explained that QLINE has trained four classes of drivers since January, with around 16-18 drivers per class.

- Member Bradshaw asked about retainment issues and working conditions.
 - Executive Director Stupka noted that the standard retainment issue is the early change over. Furthermore, because QLINE does not require CDLs, some applicants are not familiar with working on these types of vehicles and/or in these types of environments.
- D2A2, DAX Ridership
 - Member Staebler asked about potential alternate routes for D2A2.
 - Executive Director Stupka mentioned that the RTA is working with its consultants to analyze route and ridership data to determine optimal alternate routes.
- Overall Strategy & Strategy Plan Schedule

6. Presentations

- There was an added presentation to this Agenda. Executive Director Stupka presented the July 2026 Board Budget Briefing, titled, “Building Momentum: Advancing Strategic Board Direction,” which included:
 - Annual Budget Cycle Calendar
 - Strategic Board Direction
 - FY2026 Budget
 - Overview
 - Key Expense Drivers
 - Budget Realities
 - Revenue Projection
 - Solutions for Closing the Gaps
 - Member Bradshaw expressed concern for the pulling of ARPA funding from the federal government.
 - Executive Director Stupka introduced Brittany Galisdorfer from Bridgeport Consulting, who gave an overview of their firm’s experience and role in facilitation of RTA’s Strategic Planning initiative.

- Secretary Hendrix asked about the team's size at Bridgeport Consulting and the team size for this project.
 - Galisdorfer explained that Bridgeport has a team of six, not including its partners, and that a team of four would be working on this project with the RTA.

7. Consent Agenda

a. Approval of May 2025 Board Meeting Summary

b. Acceptance of Summary of Contracts

- Moved by Member Bradshaw and supported by Vice Chair Morandini. Treasurer Wheeler Smith abstained. The motion carried on the following roll call vote:

Board of Directors members	Government Entity	Vote
Jeannette Bradshaw	Oakland County	Y
Freman Hendrix (Secretary)	City of Detroit	Y
June Lee	Wayne County	A
Dave Massaron (Chair)	State of Michigan	Y
Jon Moore	Macomb County	Y
Don Morandini (Vice Chair)	Macomb County	Y
Dr. Erica Robertson	Wayne County	Y
Alma Wheeler Smith (Treasurer)	Washtenaw County	Y
Ned Staebler	Washtenaw County	V
Helaine Zack	Oakland County	A

- Absent (A); Yea (Y); Nay (N); Virtual (V) means participating online, yet unable to vote on official business; Abstain (AB)

8. Regular Agenda

a. Approval of May & June 2025 Financial Reports

- Michelle Hodges from Rehmann presented the May & June 2025 Financial Reports.
- Moved by Member Moore and supported by Member Bradshaw. The regular agenda was approved. The motion carried on the following roll call vote:

Board of Directors members	Government Entity	Vote
Jeannette Bradshaw	Oakland County	Y
Freman Hendrix (Secretary)	City of Detroit	Y

June Lee	Wayne County	A
Dave Massaron (Chair)	State of Michigan	Y
Jon Moore	Macomb County	Y
Don Morandini (Vice Chair)	Macomb County	Y
Dr. Erica Robertson	Wayne County	Y
Alma Wheeler Smith (Treasurer)	Washtenaw County	Y
Ned Staebler	Washtenaw County	V
Helaine Zack	Oakland County	A

- *Absent (A); Yea (Y); Nay (N); Virtual (V) means participating online, yet unable to vote on official business; Abstain (AB)*

b. Approval of Transit App Contract

- Executive Director Stupka briefed the Board of Directors on the Transit App Contract and offered background on the application's capabilities.
 - Vice Chair Morandini asked about payment options for Transit App.
 - Executive Director Stupka explained that payment options on Transit require a credit or debit card. However, all regional providers in the region have a cash option. RTA's Mobility Wallet pilot is being designed with this payment limitation in mind, as it hopes to facilitate easier access to transit payment options, including those who are unbanked.
 - Member Bradshaw asked what Transit App plan/membership the RTA has purchased.
 - Executive Director Stupka explained that the RTA agreement includes access to the "Guide, Inform, Listen" package of Transit Royale.
- Moved by Member Bradshaw and supported by Treasurer Wheeler Smith. The Transit App Contract was approved. The motion carried on the following roll call vote:

Board of Directors members	Government Entity	Vote
Jeannette Bradshaw	Oakland County	Y
Freman Hendrix (Secretary)	City of Detroit	Y

June Lee	Wayne County	A
Dave Massaron (Chair)	State of Michigan	Y
Jon Moore	Macomb County	Y
Don Morandini (Vice Chair)	Macomb County	Y
Dr. Erica Robertson	Wayne County	Y
Alma Wheeler Smith (Treasurer)	Washtenaw County	Y
Ned Staebler	Washtenaw County	V
Helaine Zack	Oakland County	A

- Absent (A); Yea (Y); Nay (N); Virtual (V) means participating online, yet unable to vote on official business; Abstain (AB)

c. Approval of Updated RTA Drug and Alcohol Policy

- Executive Director Stupka briefed the Board of Directors on the RTA Drug and Alcohol Policy update.
 - Treasurer Wheeler Smith asked about the differentiation between the QLINE and RTA Drug and Alcohol Policies.
- Moved by Treasurer Wheeler Smith and supported by Secretary Hendrix. The Transit App Contract was approved. The motion carried on the following roll call vote:

Board of Directors members	Government Entity	Vote
Jeannette Bradshaw	Oakland County	Y
Freman Hendrix (Secretary)	City of Detroit	Y
June Lee	Wayne County	A
Dave Massaron (Chair)	State of Michigan	Y
Jon Moore	Macomb County	Y
Don Morandini (Vice Chair)	Macomb County	Y
Dr. Erica Robertson	Wayne County	Y
Alma Wheeler Smith (Treasurer)	Washtenaw County	Y
Ned Staebler	Washtenaw County	V
Helaine Zack	Oakland County	A

- Absent (A); Yea (Y); Nay (N); Virtual (V) means participating online, yet unable to vote on official business; Abstain (AB)

d. Approval of QLINE Public Transportation Agency Safety Plan (PTASP)

- Executive Director Stupka briefed the Board of Directors on the QLINE PTASP.
- Moved by Treasurer Wheeler Smith and supported by Vice Chair Morandini. The QLINE PTASP was approved. The motion carried on the following roll call vote:

Board of Directors members	Government Entity	Vote
Jeannette Bradshaw	Oakland County	Y
Freman Hendrix (Secretary)	City of Detroit	Y
June Lee	Wayne County	A
Dave Massaron (Chair)	State of Michigan	Y
Jon Moore	Macomb County	Y
Don Morandini (Vice Chair)	Macomb County	Y
Dr. Erica Robertson	Wayne County	Y
Alma Wheeler Smith (Treasurer)	Washtenaw County	Y
Ned Staebler	Washtenaw County	V
Helaine Zack	Oakland County	A

- *Absent (A); Yea (Y); Nay (N); Virtual (V) means participating online, yet unable to vote on official business; Abstain (AB)*

e. Approval of RTA Express Bus PTASP

- Executive Director Stupka briefed the Board of Directors on the RTA Express Bus PTASP.
- Moved by Vice Chair Morandini and supported by Treasurer Wheeler Smith. The RTA Express Bus PTASP was approved. The motion carried on the following roll call vote:

Board of Directors members	Government Entity	Vote
Jeannette Bradshaw	Oakland County	Y
Freman Hendrix (Secretary)	City of Detroit	Y
June Lee	Wayne County	A
Dave Massaron (Chair)	State of Michigan	Y
Jon Moore	Macomb County	Y
Don Morandini (Vice Chair)	Macomb County	Y
Dr. Erica Robertson	Wayne County	Y
Alma Wheeler Smith (Treasurer)	Washtenaw County	Y
Ned Staebler	Washtenaw County	V
Helaine Zack	Oakland County	A

- *Absent (A); Yea (Y); Nay (N); Virtual (V) means participating online, yet unable to vote on official business; Abstain (AB)*

9. New Business

- There was no new business.

10. Meeting adjourned at 1:58 PM.

Regional Transit Authority of Southeast Michigan

Statement of Net Position and Governmental Funds Balance Sheet

July 31, 2025

	Governmental Fund	Adjustments	Statement of Net Position	Prior Year (for comparison)
Assets				
Cash and cash equivalents	\$ 2,938,620	\$ -	\$ 2,938,620	\$ 69,866
Restricted cash and cash equivalents	66,138	-	66,138	46,282
Accounts receivable	911,600	-	911,600	517,060
Prepays and other assets	115,004	-	115,004	540
Capital assets, net of depreciation	-	100,846,004	100,846,004	214,603
Other Assets	-	-	-	-
Total assets	<u>\$ 4,031,362</u>	<u>\$ 100,846,004</u>	<u>\$ 104,877,366</u>	<u>\$ 848,351</u>
Liabilities				
Accounts payable and other accrued liabilities	1,696,455	-	1,696,455	491,001
Accrued payroll and related liabilities	15,614	-	15,614	52,677
Refundable advance	81,361	-	81,361	81,361
Compensated absences	-	77,126	77,126	-
Unearned Revenue	122,865	-	122,865	-
Total liabilities	<u>\$ 1,916,295</u>	<u>\$ 77,126</u>	<u>\$ 1,993,421</u>	<u>\$ 625,040</u>
Fund balance				
Fund balance	5,575,699	(5,575,699)	-	-
Current year change in fund balance	<u>(3,460,632)</u>	<u>3,460,632</u>	<u>-</u>	<u>-</u>
Total fund balance	<u>\$ 2,115,067</u>			
Total liabilities and fund balance	<u>\$ 4,031,362</u>			
Net position				
Investment in capital assets		100,846,004	100,846,004	214,603
Unrestricted		10,098,243	10,098,243	136,574
Current year change in net position		<u>(8,060,302)</u>	<u>(8,060,302)</u>	<u>(127,866)</u>
Total net position		<u>\$ 102,883,945</u>	<u>\$ 102,883,945</u>	<u>\$ 223,311</u>

Regional Transit Authority of Southeast Michigan
Statement of Activities and
Governmental Revenues, Expenditures and Changes in Fund Balance
For the 10 Months Ending July 31, 2025

	Governmental Fund	Adjustments	Statement of Activities
Revenue			
Fares	\$ 546,002	\$ -	\$ 546,002
Federal grants	5,212,895	-	5,212,895
State grants - matching	584,714	-	584,714
State grants	4,852,990	-	4,852,990
Local grants	900,000	-	900,000
In-kind revenue	233,937	-	233,937
Project match revenue	-	-	-
RTA regional planning set-aside	-	-	-
Other	97,724	-	97,724
Total revenue	\$ 12,428,262	\$ -	\$ 12,428,262
Expenditures/expenses			
Operating:			
Personnel	4,313,617	11,561	4,325,178
Conferences/events/training	145,400	-	145,400
Board & public meeting management	24,657	-	24,657
Finance, legal, government relations	375,318	-	375,318
Insurance	730,204	-	730,204
Rent and utilities	400,838	-	400,838
Telephone and internet	17,989	-	17,989
Computer equipment and IT support	167,713	-	167,713
Services	5,549,272	-	5,549,272
Supplies	2,169,062	-	2,169,062
Total operating	13,894,070	11,561	13,905,631
Planning:			
Planning services	1,492,567	-	1,492,567
Specialized planning services	-	-	-
CHSTP	257,072	-	257,072
Community engagement	-	-	-
Total planning	1,749,639	-	1,749,639
External affairs:			
Branding	10,000	-	10,000
External communications	202,702	-	202,702
Social media management	-	-	-
Website	22,932	-	22,932
Graphics/photography	6,340	-	6,340
Promotional items	-	-	-
Miscellaneous items	3,211	-	3,211
Total external affairs	245,185	-	245,185
Other -			
Depreciation/amortization	-	4,588,109	4,588,109
Total expenditures/expenses	\$ 15,888,894	\$ 4,599,670	\$ 20,488,564
Change in fund balance/net position	\$ (3,460,632)	\$ (4,599,670)	\$ (8,060,302)

Regional Transit Authority of Southeast Michigan

Statement of Revenues, Expenditures and Changes in Fund Balance - Budget to Actual

For the 10 Months Ending July 31, 2025

	General Admin		Qline		D2A2	
	Actual	Budget	Actual	Budget	Actual	Budget
Revenue						
Fares	\$ -	\$ -	\$ -	\$ -	\$ 308,404	\$ 280,400
Federal grants	2,050,260	2,265,389	-	916,667	1,592,041	1,425,616
State grants - matching	-	-	-	229,167	233,458	92,550
State grants	895,379	954,781	3,424,888	2,457,180	264,016	421,268
Local grants	-	-	900,000	4,916,667	-	-
In-kind revenue	-	-	-	-	133,976	116,833
Project match revenue	-	-	-	-	-	-
RTA regional planning set-aside	-	-	-	-	-	-
Other	50,518	-	47,208	-	-	-
Total revenue	\$ 2,996,157	\$ 3,220,170	\$ 4,372,096	\$ 8,519,680	\$ 2,531,895	\$ 2,336,667
Expenditures						
Operating:						
Personnel	1,148,473	1,595,847	3,165,138	3,422,500	-	-
Conferences/events/training	93,778	93,857	51,621	-	-	-
Board & public meeting management	20,809	13,000	3,847	-	-	-
Finance, legal, government relations	318,106	270,046	57,217	390,178	-	-
Insurance	14,106	13,975	716,102	1,053,333	-	-
Rent and utilities	10,322	106,500	390,521	399,167	-	-
Telephone and internet	17,990	7,025	-	-	-	-
Computer equipment and IT support	97,967	89,179	67,407	-	2,277	-
Services	3,396	-	856,118	107,500	2,529,618	2,336,667
Supplies	2,655	2,083	2,166,395	3,320,833	-	-
Total operating	1,727,602	2,191,512	7,474,366	8,693,512	2,531,895	2,336,667
Planning:						
Planning services	954,506	468,783	170,156	-	-	-
Specialized planning services	-	104,167	-	-	-	-
CHSTP	257,071	125,000	-	-	-	-
Community engagement	-	166,667	-	-	-	-
Total planning	1,211,577	864,617	170,156	-	-	-
External affairs:						
Branding	10,000	8,333	-	-	-	-
External communications	120,800	104,167	81,902	131,667	-	-
Social media management	-	6,500	-	-	-	-
Website	19,237	29,167	3,695	-	-	-
Graphics/photography	265	8,458	6,075	-	-	-
Promotional items	-	7,417	-	-	-	-
Miscellaneous items	1,706	-	1,505	-	-	-
Total external affairs	152,008	164,042	93,177	131,667	-	-
Total expenditures	\$ 3,091,187	\$ 3,220,170	\$ 7,737,699	\$ 8,825,178	\$ 2,531,895	\$ 2,336,667
Change in fund balance	\$ (95,030)	\$ -	\$ (3,365,602)	\$ (305,498)	\$ -	\$ -

Regional Transit Authority of Southeast Michigan
Statement of Revenues, Expenditures and Changes in Fund Balance - Budget to Actual
For the 10 Months Ending July 31, 2025

	DAX		One Click/One Call		Mobility Wallet	
	Actual	Budget	Actual	Budget	Actual	Budget
Revenue						
Fares	\$ 237,598	\$ 226,667	\$ -	\$ -	\$ -	\$ -
Federal grants	1,229,664	756,796	241,420	333,333	-	-
State grants - matching	290,902	133,333	60,356	83,333	-	-
State grants	-	149,871	-	-	243,828	500,000
Local grants	-	-	-	-	-	-
In-kind revenue	99,959	66,667	-	-	-	-
Project match revenue	-	-	-	-	-	-
RTA regional planning set-aside	-	-	-	-	-	-
Other	-	-	-	-	-	-
Total revenue	\$ 1,858,123	\$ 1,333,333	\$ 301,776	\$ 416,667	\$ 243,828	\$ 500,000
Expenditures						
Operating:						
Personnel	-	-	-	-	-	-
Conferences/events/training	-	-	-	-	-	-
Board & public meeting management	-	-	-	-	-	-
Finance, legal, government relations	-	-	-	-	-	-
Insurance	-	-	-	-	-	-
Rent and utilities	-	-	-	-	-	-
Telephone and internet	-	-	-	-	-	-
Computer equipment and IT support	-	-	-	-	64	-
Services	1,858,123	1,333,333	301,776	416,667	-	500,000
Supplies	-	-	-	-	-	-
Total operating	1,858,123	1,333,333	301,776	416,667	64	500,000
Planning:						
Planning services	-	-	-	-	243,764	-
Specialized planning services	-	-	-	-	-	-
CHSTP	-	-	-	-	-	-
Community engagement	-	-	-	-	-	-
Total planning	-	-	-	-	243,764	-
External affairs:						
Branding	-	-	-	-	-	-
External communications	-	-	-	-	-	-
Social media management	-	-	-	-	-	-
Website	-	-	-	-	-	-
Graphics/photography	-	-	-	-	-	-
Promotional items	-	-	-	-	-	-
Miscellaneous items	-	-	-	-	-	-
Total external affairs	-	-	-	-	-	-
Total expenditures	\$ 1,858,123	\$ 1,333,333	\$ 301,776	\$ 416,667	\$ 243,828	\$ 500,000
Change in fund balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

continued...

Regional Transit Authority of Southeast Michigan

Statement of Revenues, Expenditures and Changes in Fund Balance - Budget to Actual

For the 10 Months Ending July 31, 2025

	Access to Transit		Total Year to Date		Annual
	Actual	Budget	Actual	Budget	Budget
Revenue					
Fares	\$ -	\$ 1,333,333	\$ 546,002	\$ 1,840,400	\$ 608,480
Federal grants	99,515		5,212,900	5,697,801	8,437,361
State grants - matching	-	333,333	584,716	871,717	1,046,060
State grants	24,880	1,136,163	4,852,991	5,619,262	6,743,114
Local grants	-		900,000	4,916,667	5,900,000
In-kind revenue	-		233,935	183,500	220,200
Project match revenue	-		-	-	-
RTA regional planning set-aside	-		-	-	-
Other	-		97,726	-	-
Total revenue	\$ 124,395	\$ 2,802,829	\$ 12,428,270	\$ 19,129,346	\$ 22,955,215
Expenditures					
Operating:					
Personnel	-	-	4,313,611	5,018,347	6,022,016
Conferences/events/training	-	-	145,399	93,857	112,628
Board & public meeting management	-	-	24,656	13,000	15,600
Finance, legal, government relations	-	-	375,323	660,224	792,269
Insurance	-	-	730,208	1,067,308	1,280,770
Rent and utilities	-	-	400,843	505,667	606,800
Telephone and internet	-	-	17,990	7,025	8,430
Computer equipment and IT support	-	-	167,715	89,179	107,015
Services	250	2,802,829	5,549,281	7,496,996	8,996,395
Supplies	-	-	2,169,050	3,322,917	3,987,500
Total operating	250	2,802,829	13,894,076	18,274,519	21,929,423
Planning:					
Planning services	124,145	-	1,492,571	468,783	562,540
Specialized planning services	-	-	-	104,167	125,000
CHSTP	-	-	257,071	125,000	150,000
Community engagement	-	-	-	166,667	200,000
Total planning	124,145	-	1,749,642	864,617	1,037,540
External affairs:					
Branding	-	-	10,000	8,333	10,000
External communications	-	-	202,702	235,833	283,000
Social media management	-	-	-	6,500	7,800
Website	-	-	22,932	29,167	35,000
Graphics/photography	-	-	6,340	8,458	10,150
Promotional items	-	-	-	7,417	3,400
Miscellaneous items	-	-	3,211	-	5,500
Total external affairs	-	-	245,185	295,708	354,850
Total expenditures	\$ 124,395	\$ 2,802,829	\$ 15,888,903	\$ 19,434,844	\$ 23,321,813
Change in fund balance	\$ -	\$ -	\$ (3,460,632)	\$ (305,498)	\$ (366,598)

concluded.

Title **Detroit to Ann Arbor Express Bus (D2A2)**

Description Express bus connecting downtown Detroit to downtown Ann Arbor.

Schedule October 2021 - September 2025

Budget Tracker			
	Total	ITD	Balance
Cost	\$ 10,607,529	\$ 10,473,191	\$134,338
Grants			
MI-2021-036-01	\$4,311,592	\$4,311,592	(\$0)
2017-0119/P7/R2	\$1,635,893	\$1,635,893	\$0
Fares/Contrib	\$955,214	\$1,627,672	(\$672,458)
MI-2021-036-02	\$1,373,593	\$1,373,593	(\$0)
MDOT LBO	\$505,521	\$264,016	\$241,505
ARPA MI-2022-005-02	\$1,825,716	\$1,260,426	\$565,290
	\$10,607,529	\$10,473,191	\$134,338

Title **Regional Mobility Management (MyRide2)**

Description Call center/website with information for seniors and persons with disabilities.

Schedule October 2017 - September 2026

Budget Tracker			
	Total	ITD	Balance
Cost	\$2,587,554	\$1,897,630	\$689,924
Grants			
MI-2017-031-02	\$1,069,444	\$1,069,444	\$0
2017-0119/P2/R4	\$267,361	\$267,361	\$0
MI-2024-009-01	\$411,292	\$411,292	(\$0)
2022-0126/P7	\$102,823	\$102,823	\$0
Federal Grant*	\$589,307	\$37,367	\$551,940
State Grant*	\$147,327	\$9,342	\$137,985
	\$2,587,554	\$1,897,630	\$689,924

Funding is secured and currently being amended into a grant. Pre-award authority.

Title **Universal Basic Mobility Pilot**

Description Mobility wallet fare technology pilot focused on Detroit jobseekers.

Schedule June 2023 - July 2026

Budget Tracker			
	Cost	ITD	Balance
Cost	\$1,025,000	\$680,489	\$344,511
Grants			
2022-0126-P3	\$1,025,000	\$680,489	\$344,511
	\$1,025,000	\$680,489	\$344,511

Title **Downtown to Airport Express**
Description Express bus connecting downtown Metro Airport to Downtown Detroit.
Schedule March 2024 - September 2025

Budget Tracker			
	Cost	ITD	Balance
Cost	\$3,467,087	\$3,127,018	\$340,069
Grants			
MI-2024-002	\$2,000,000	\$2,000,000	\$0
2022-0126-P4 R1	\$500,000	\$500,000	\$0
Fares/Contrib	\$519,087	\$560,958	(\$41,871)
MDOT LBO	\$179,845	\$0	\$179,845
ARPA MI-2022-005-02	\$268,155	\$66,060	\$202,095
	\$3,467,087	\$3,127,018	\$340,069

Title **Regional Technology Strategic Plan**
Description Inventory and assessment of providers technology and identification of goals.
Schedule October 2024 - June 2025

Budget Tracker			
	Cost	ITD	Balance
Cost	\$125,000	\$124,439	\$561
Grants			
2017-0119/P10	\$125,000	\$124,439	\$561

Title **Access to Transit Program**
Description Grant program for safety and access improvements at bus stops.
Schedule October 2024 - December 2026

Budget Tracker			
	Cost	ITD	Balance
Cost	\$3,363,395	\$124,394	\$3,239,001
Grants			
2022-0126-P6	\$1,363,395	\$124,394	\$1,239,001
FY2024 CMAQ*	\$1,600,000	\$0	\$1,600,000
State Grant*	\$400,000	\$0	\$400,000
	\$3,363,395	\$124,394	\$3,239,001

*Funding is secured. Will be amended into the grant at a future date.



BOARD OF DIRECTORS MEMORANDUM

TO: RTA Board of Directors

FROM: Melanie Piana, Program Director

SUBJECT: Procurement Advisory Notice

DATE: August 14, 2025

REQUESTED ACTION: Receive and File

Background Information: The RTA procurement policy requires that all procurement types be reported to the Board through an advisory notice at the first available meeting after an award if/when the total value exceeds \$50,000.

Since the last Board meeting, the following contract awards have been made:

Method	Description	Vendor	Value
Small Purchase	Real-time Vehicle Tracking and Operations	ETA Transit	\$235,543 Yr 1- \$75,456 Yr 2- \$78,474 Yr 3- \$81,613
Small Purchase	Concrete Repairs - QLINE	Traction Control Systems, Inc.	\$113,000



BOARD OF DIRECTORS MEMORANDUM

TO: RTA Board of Directors

FROM: Melanie Piana, Program Director

SUBJECT: Rehmann Financial Services Contract

DATE: August 8, 2025

REQUESTED ACTION: Board of Directors Approval

Approval Request:

The memo seeks board approval to enter into a three-year contract with up to three (3) one-year renewal options for financial services with Rehmann at a \$327,000 annual fixed fee. Year 1 includes an additional \$75,000 for project-based ERP transition support, and Year 3 includes \$15,000 for project-based Triennial Review, for a total contract of \$1,071,000.

Procurement Process: This solicitation followed RTA's procurement policy for goods and services over \$250,000, the federal threshold for a formal RFP process. The Evaluation Team included the Board Treasurer, Wheeler-Smith, Executive Director, QLINE General Manager, and Program Director. Six vendors submitted qualified proposals, which were scored for capacity and resources, experience and qualifications, technical approach, and price.

Selection Rationale: Rehmann was selected because it scored the highest in every category of the technical evaluation and offered a reasonable price that fit within the RTA's budget projections.

Scope of Work: This three-year contract period is from October 1, 2025, to September 30, 2028. Rehmann will continue to provide critical daily financial function operations and improve internal controls, financial workflow processes, and tools. As the incumbent vendor, Rehmann is well-suited for this work. Their team of five, led by Principal Michelle Hodges, has supported the RTA with day-to-day accounting operations, financial reporting, audit coordination, grant administration, financial planning, and long-range planning. They have helped the RTA strengthen internal controls, improve transparency, and ensure compliance with federal and state funding requirements. Their services include monthly financial reporting to the Board, payroll and retirement contributions oversight, and coordination of all annual audits and the FTA triennial review. Rehmann also provides strategic advisory services, including planning for the RTA's transition to a more robust ERP system to support agency growth. Their work has been essential in maintaining financial accountability and building the internal capacity of the RTA's finance function.



Budget Impact: Rehmann's annual fixed fee and hourly service rates are competitive in the marketplace and budgeted for FY 2025-26. ERP transition services and Triennial review are project-based and included in Rehmann's three-year contract pricing. The ERP project costs \$75,000, and the Triennial Review costs \$15,000.

Contract Price Summary

Contract Yr	FY	Annual Fixed Fee	Project Fee	Total
Year 1	25-26	327,000	75,000	402,000
Year 2	26-27	327,000	0	327,000
Year 3	27-28	327,000	15,000	342,000
Contract Total				\$1,071,000



BOARD OF DIRECTORS MEMORANDUM

TO: RTA Board of Directors

FROM: Melanie Piana, Program Director

SUBJECT: Abbreviated EEO Program Plan 2025-2028 Amendment

DATE: August 8, 2025

REQUESTED ACTION: Board of Directors Approval

Approval Request: This memo requests board approval to accept the RTA's amended abbreviated Equal Employer Opportunity (EEO) program.

Background Information: In November 2024, the RTA board of directors adopted its first EEO program when the agency became eligible as a 50+ employee organization for the QLINE ownership transfer.

During RTA's 2025 FTA Triennial Review, we learned we are eligible for an abbreviated program. The full program includes the Utilization Analysis—FTA C 4704.1a (2.2.4) and Goals and Timetables—FTA C 4704.1a (2.2.5). The amended plan now reflects FTA's EEO abbreviated program requirements for agencies with 50-99 employees. The Utilization Analysis, Goals, and Timetables have been removed. The amended plan must be approved by the board and submitted by September 30.

Additional updates include the new RTA mission, vision, values, and organizational chart.

Attachments:

1. Abbreviated EEO Program Plan Amendment



**Regional Transit Authority
Of Southeast Michigan**

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM PLAN FY 2025–2028

PLAN AMENDED: AUGUST 15, 2025

Ben Stupka, Executive Director

Revision Log		
Revision Name:	Adopted On:	Update Notes:
Original	September 19, 2024	Published the agency's first Equal Opportunity Employment program resulting from the QLINE streetcar owner acquisition.
Updated (version 1)	August 21, 2025	Updated to reflect FTA EEO Abbreviated program requirements for transit agencies with 50-99 employees. Removed Utilization Analysis, Goals and Timetables. Added RTA's new mission, vision and values, and updated organizational chart.

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1. Introduction

This document was prepared pursuant to the Federal Transit Administration (FTA) Circular 4704.1 Equal Employment Opportunity (EEO) Program Requirements and Guidelines for Federal Transit Administration Recipients. Regional Transit Authority (RTA) of Southeast Michigan is a recipient of federal grant funds administered through the FTA and therefore is subject to the Circular requirements.

This document references specific policies and administrative actions of RTA incorporated herein by reference that comply with the federal EEO requirements.

1.1 MISSION

Creating new and better ways to move and connect people.

1.2 VISION

A Southeast Michigan where advances in transit create greater prosperity for all.

1.3 VALUES

Creativity – bringing innovative thinking to enhance the transit experience.

Empathy – understanding how we can help improve lives across the region.

Opportunity – leading the way to the future of transit in Southeast Michigan.

The Regional Transit Authority of Southeast Michigan (RTA) was created in 2012. Working alongside transit providers and local governments, the RTA explores new strategies for improving transit coverage and service, secures and oversees funding and increases accessibility to transit offerings. At the RTA, we create new and better ways to move and connect people.

Our 10-member board is appointed for three-year terms by the Wayne, Oakland and Macomb county executives, the chair of the Washtenaw County Board of Commissioners, the Mayor of Detroit, and the Governor of Michigan. The Governor's appointee serves as a non-voting chair.

2. Purpose of the EEO Program Plan

The 2024–2028 Equal Employment Opportunity Program Plan (EEOPP) was developed in recognition of RTA’s responsibility to provide fair and equal opportunities to employees, applicants, and customers regardless of race, color, creed, religion, national origin, sex, age, and/or disability. In the spirit of cooperation and as an expression of good faith, RTA has designed the plan for use as a management tool to identify and, as appropriate, correct areas of underutilization of minorities and/or women in specific EEO job categories.

The 2024–2028 EEOPP has been prepared in compliance with applicable FTA Circular 4704.1. This EEOPP is a commitment by the RTA to ensure fair and equitable treatment for all employees and applicants for employment. The EEO policies must be followed in recruitment, employment, promotion, compensation, benefits, transfer, work assignments, evaluation, disciplinary action, demotion, termination, training programs, educational loans, social recreational programs, and use of RTA facilities.

Questions, concerns, or complaints regarding equal employment opportunity and affirmative action may be forwarded to RTA’s EEO officer:

Melanie Piana

Woodward Avenue, #1400

Detroit, Michigan, 48226

Email: mpiana@rtamichigan.org

Telephone: (248) 809-0351

3. Policy Statement – FTA C 4704.1a (2.2.1)

3.1 RTA EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Regional Transit Authority of Southeast Michigan (RTA) has a strong commitment to the community we serve and to our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, ancestry, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, retaliation, or other protected classes.

RTA's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

As the executive director of RTA, I maintain overall responsibility and accountability for RTA's compliance with its EEO Policy and Program. I appointed Melanie Piana (Ms. Piana), RTA's Program Director to serve as the RTA's EEO Officer. Ms. Piana will be responsible for developing and implementing the RTA EEO Program as well as the day-to-day management, including program preparation, monitoring, and complaint investigation. In the interim, Ms. Piana will also be supported by consultants who are EEO experts and practitioners to assist in carrying out the EEO duties and responsibilities within RTA. However, management personnel at every level share in the responsibility for promoting equal opportunity and ensuring EEO compliance.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engaging in protected activity is prohibited and will not be tolerated.

If an employee or applicant believes they have been subjected to discrimination or harassment on the basis of any of the protected classifications listed above and wishes to file a complaint, the employee or applicant is encouraged to do so by completing the EEO Complaint Intake Form that can be found on the RTA's website at www.rtamichigan.org and emailing it to EEO@rtamichigan.org. Additionally, employees can contact EEO staff by telephone at 248-809- 0351 or mail the EEO

Complaint Intake Form to the following address:

1001 Woodward Avenue, #1400
Detroit, Michigan, 48226

RTA will promptly initiate a thorough and impartial inquiry. In all cases, confidentiality is maintained throughout the investigation, to the extent practical and consistent with RTA's obligations to undertake a full inquiry and to make a determination. In addition, all employees are required to fully cooperate during the course of such investigation.

If it is determined that a violation of this Policy has occurred, RTA will take immediate action to remedy the concerns and implement corrective measures as deemed necessary/applicable. Any employee who is found to have violated this policy will be subject to disciplinary action up to and including dismissal from employment. Such an employee may also be subject to personal, legal, and financial liability. In addition to the complaint procedures described in the preceding paragraph above, discrimination complaints may also be filed externally with the Michigan Department of Civil Rights.

RTA is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

RTA is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices, and procedures, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.

This Policy is posted in prominent, conspicuous and accessible locations throughout RTA's facilities.

Ben Stupka
Executive Director

Date

4. Dissemination of Policy – FTA C 4704.1a (2.2.2)

4.1 DISSEMINATION OF POLICY

4.1 External Dissemination

The following activities will be implemented or continue to be implemented to improve RTA's EEOP efforts. RTA has taken/will take the following actions to assure awareness of its commitment to EEO:

1. Any advertisement, posting, or bulletin distributed for employment recruitment purposes will indicate that RTA is an EEO employer.
2. The EEOP is widely publicized, including posted on its official website.
3. To the extent feasible, RTA will use female/minority/disability/veteran recruiting sources.
4. RTA will make every effort to use regular sources of employment or other agencies such as schools, colleges and universities, community agencies, and employment services for recruitment and communication of its EEO Policy.
5. To promote diversity and inclusion, RTA will include diverse groups of employees when pictured in consumer, promotional, or help wanted advertising.
6. When there is outreach or advertising to recruitment entities (e.g., employment agencies, educational institutions, minority, and women organizations), RTA will disseminate its EEO Policy to those entities.

4.1.2 Internal Dissemination

RTA recognizes the importance of communicating its EEO Program and Policy to employees and prospective employees. To ensure compliance with, adherence to, and communication of these policies, RTA will implement or continue to implement the following activities:

- Providing written communication from the executive director or the highest executive to all direct reports and requiring that they disseminate the EEO Policy and program to all managers and supervisors so it can be communicated to all employees and all employment applicants at RTA.

- Posting official EEO materials (e.g., federal and state labor laws poster[s]) and the RTA's Policy Statement on bulletin boards, in employees' lounges and breakrooms, throughout all work locations in areas where employees congregate, in Human Resources Department and in prominent conspicuous and accessible locations throughout RTA's facilities.
- Including the EEO Policy Statement in RTA's Employee Guidelines, handbooks, manuals, etc.
- Meetings with executive, management, and supervisory personnel periodically throughout the year to discuss RTA's EEO Policy and their individual responsibilities for effective implementation of the EEO Program.
- Informing new employees of the policy during employee orientation and management training programs. RTA conducts/will conduct orientation for all newly hired employees.

RTA will commit to providing periodic EEO training to all RTA employees.

RTA is currently in the process of implementing required EEO training for all new supervisors or managers to be conducted within 90 days of their appointment.

RTA will make every effort to include a statement in training opportunity announcements, internal training manuals, career path notices, internal job postings and other such notices that states that RTA is an equal opportunity employer.

Nondiscrimination clauses are also included in all collective bargaining agreement.

5. Designation of Personnel Responsibilities – FTA C 4704.1a (2.2.3)

5.1 DESIGNATION OF PERSONNEL RESPONSIBILITY

Ben Stupka, RTA's executive director, has ultimate responsibility for RTA's EEO Program. The responsibility for carrying out this program rests with every member of RTA's management. Each executive is responsible for ensuring that their manager and supervisors understand and comply with this program and its objectives.

Melanie Piana (Ms. Piana), RTA's program director, serves in the capacity of the RTA's EEO officer and reports directly to the RTA's executive director. The RTA EEO officer is responsible for monitoring and enforcing compliance with this program. In the interim, Ms. Piana will also be supported by consultants who are EEO subject matter experts and practitioners to assist in carrying out the EEO duties and responsibilities within RTA. These responsibilities include, but are not limited to, the following:

- Developing and recommending policy statements, EEO programs, and both internal and external communications programs.
- Ensuring the consistency and completeness of RTA's EEO Plan with federal, state, and local agencies' rules and regulations.
- Reporting periodically to the Executive Director on the progress of each department's progress in relation to RTA's goals and on contractor and vendor compliance as/if deemed applicable.
- Assisting officials and managers in collecting and analyzing employment data, identifying problem areas, and developing the programs to achieve diversity.
- Providing feedback to officials and managers on their EEO progress.
- Designing, implementing and monitoring internal audit and reporting systems that measure program effectiveness. Assisting RTA in determining where progress has been made and where further action is required.

- Serving as a liaison between RTA state, county, and local governments, regulatory agencies, minority, women, disability organizations, and other community groups.
- Ensuring the dissemination of current legal information affecting affirmative action in compliance with FTA regulations and RTA's goals are disseminated to appropriate personnel as deemed applicable.
- Concurring in the recruitment process of all hires and promotions.
- Managing the discrimination complaint process.
- Assisting in recruiting minorities, women applicants and establishing outreach sources for use by hiring officials. Actively involved in the local minorities, women and disabled community organizations and ensures that RTA Human Resources Department is advertising employment opportunities with these organizations.
- Reviewing RTA's nondiscrimination plan with all managers and supervisors to ensure that the EEO Policy is understood.
- In conjunction with human resources, periodically reviewing employment practices policies (e.g., hiring, promotions, training), complaint policies, reasonable accommodation policies, performance evaluations, grievance procedures, and union agreements.
- Maintaining awareness of current EEO laws and ensuring the laws affecting nondiscrimination are disseminated to responsible officials.
- Providing/coordinating the implementation of compliant EEO training for RTA employees and managers.
- In conjunction with human resources, advising employees and applicants of available training programs and professional development opportunities and the entrance requirements.
- Auditing postings of the EEO Policy Statement to ensure compliance information is posted and up to date.

It is the responsibility of each management employee to provide equal employment opportunity to all employees with regard to work assignments and privileges of employment. Managers and supervisors, at every level of the organization are required to take actions to prevent discrimination and harassment of employees on

the basis of race, color, religion, national origin, ancestry, sex, sexual orientation, age, predisposing genetic characteristic, domestic violence status, disability or veterans or marital status. These responsibilities include, but are not limited to:

- Assisting the RTA's EEO officer in identifying potential problem areas and share in the establishment of goals/objectives; or, if necessary, participate in the resolution efforts to promote equal opportunity.
- Participating in periodic audits of all aspects of employment to identify and remove barriers that would impact the attainment of specific goals and objectives.
- Mandatory cooperation in the review and/or investigation of complaints alleging discrimination.
- Holding regular discussions with other managers, supervisors, employees, and affinity groups to ensure RTA's EEO policies and procedures are being followed.
- In conjunction with the EEO officer, maintaining and updating the personnel database for generating reports required for the nondiscrimination program.
- Reviewing the qualifications of employees to ensure that all employees including, minorities and women, are given full and fair opportunities for promotions, transfers, and other terms and conditions of employment.

6. Encouraging employee participation to support the advancement of the EEO Program (e.g., professional development and career growth opportunities, posting promotional opportunities, shadowing,

mentoring, etc.).

Assessment of Employment Practices – FTA C 4704.1a (2.2.6)

6.1 ASSESSMENT OF EMPLOYMENT PRACTICES

Requirement: Recipients, subrecipients, contractors, and subcontractors must conduct a detailed assessment of present employment practices to identify those practices that operate as employment barriers and unjustifiably contribute to underutilization.

As RTA prepared to assume the operations of M-1 RAIL (operating as QLINE) in October of 2024, RTA retained a Human Resources consulting firm to assist RTA in implementing all recruitment needs and requirements. All recruitment manuals/policies, procedures, etc. are thoroughly being reviewed and vetted to ensure alignment with new RTA's organizational structure as well as ensure compliance as deem appropriate/applicable. Recruitment practices such as recruitment selections, advertising/posting, testing, promotions and transfers, seniority practices, training, compensation and benefits, disciplinary procedures and termination (separations) practices will be carefully reviewed and assessed to ensure fair practices. It should be noted that in the last four (4) years RTA was an organization of eight (8) or less employees and an EEO Program was not required. Although this EEO Program will not address employment practice analysis for the last four (4) years, RTA is committed to ensuring that all applicable recruitment processes and procedures are implemented in compliance and/or conformance with the FTA EEO Circular and all applicable EEO laws. RTA will take steps and put measures in place to ensure that employment practice actions of the agency are not discriminatory or create employment barriers and do not result in disparate treatment or disparate impact.

6.1.1 Recruitment and Selection

RTA will perform an analysis of its total employment process throughout the next four (years) to determine if there are areas where minority and/or female groups may face impediments/barriers to equal opportunity.

Advertising and Posting – Vacant positions will be open to the general public as well as to the current employees. Placement of ads will be expanded to other avenues.

6.1.2 Testing

If RTA decides to administer written and oral testing for certain positions, the assessments/tests would only be used to measure qualifications for a position or as part of the interview/selection process by hiring managers. If/when testing is deemed applicable, it will be done in a manner that does not create any disparate treatment or employment barriers.

6.1.3 Promotions and Transfers

RTA will implement policies and standard procedures for promotions and transfers and will work on offering one or more of the following recommended best practices:

- Training to employees, personnel, and management staff on proper interview techniques
- Counseling to assist employees in identifying promotional opportunities

- Training and educational programs to increase promotion and transfer opportunities
- Leadership training for identified talent

6.1.4 Seniority Practices

RTA will implement a seniority practice that is not gender or race based. Seniority practices will be reviewed to ensure it's not creating any disparate treatment or disparate impact. Seniority at RTA will only apply to represented employees and will be included in the union contract(s). For all non-represented employees within RTA, seniority will not be a valid job consideration.

6.1.5 Training

At the RTA, training will be an integral part of the business. Ongoing training for all staff will likely be required as deem applicable. From the beginning of service and throughout an employee's tenure, training will be conducted. The training programs may involve safety, introduction to new equipment, refresher, computer, supervisory, or introduction to the agency, EEO compliance, etc. RTA will also explore ways to provide training programs that foster promotional potential.

6.1.6 Compensation and Benefits

RTA will ensure the administration of wages, hours, and conditions of employment, pensions, salaries, and employee fringe benefits is without regard to the individual's sex or race.

6.1.7 Disciplinary Procedures and Termination (Separations) Practices

RTA will implement proper procedures for disciplinary actions for both represented and non- represented employees.

Please Note: This EEO Program will Not include an Analysis of Any Disparate Impact of Employment Practices on Minorities and Women from October 1, 2020, through September 30, 2024 (FY 2020 – FY 2024). RTA assumed the operations of M-1 RAIL (operating as QLINE) in October of 2024 and prior to October of 2024, RTA was an organization of less than 10 employees and therefore, RTA was not subject to FTA EEO Program requirements. Since, acquiring the operations of M-1 RAIL (operating as QLINE) in October of 2024, RTA is now an organization of a little over 50 employees and will comply with all FTA EEO requirements. RTA is committed to ensuring that all applicable recruitment processes and procedures are implemented in compliance and/or conformance with the FTA EEO Circular and all applicable EEO laws. RTA will

take steps and put measures in place to ensure that employment practice actions of the agency are not creating employment barriers and are not discriminatory or do not result in disparate treatment or disparate impact. RTA has included in *chapter 8* of this document a development and implementation of specific programs to eliminate any barriers at RTA.

7. Development and Implementation of Specific Programs to Eliminate Discriminatory Barriers – FTA C 4704.1A (2.2.7)

RTA will tailor its employment practices and EEO goals and objectives to ensure it addresses barriers to employment and promotional opportunities with RTA as well as identified deficiencies and/or areas of potential adverse impacts. The following is a list of initiatives and plan that RTA will work to implement from October 1, 2024, through September 30, 2028, within its employment practices.

- Perform periodic review to ensure that position descriptions are accurate and are allocated to the appropriate classification.
- Ensure that all job qualification requirements are closely related to the job.
- Provide counseling and guidance to employees who seek employment and promotion.
- Discussions with Human Resources (HR)/HR consultants about initiatives to expand the advertising sources and resources used for the recruitment when filing vacancies related to underutilization.
- Increase participation in Career Job Fairs with HR/HR consultants.
- Continuous outreach to organizations that represent minority groups, women, professional societies, persons with disabilities, veterans, and other sources of diverse candidates, etc.
- Implement efforts in direct recruiting to reach out to colleges, communities, and universities to recruit more members of protected groups through email blasts on job announcements and job fairs.
- Ensure that recruitment literature is relevant to all employees, including minority groups and women.
- Review and monitor recruitment and placement procedures so as to assure that no discriminatory practices exist.

- Develop employees so as to match employee skills with available and future job advancement opportunities.
- Evaluate promotion criteria (supervisory evaluations, oral interviews, written tests, qualification standards, etc.) and their use by hiring managers to identify and eliminate factors which may lead to improper “selection out” of employees or applicants, particularly minorities and women, who traditionally have not had been hired into certain jobs.
- Assure that all job vacancies are posted conspicuously and that all employees are encouraged to bid on all jobs for which they are qualified.
- Increase employee awareness of training, and staff development strategies for attaining career changes and/or greater job knowledge and responsibilities.
- Require managers and supervisors to participate in EEO seminars covering the overall EEO Program and the administration of the policies and procedures incorporated therein, and on federal, state, and local laws relating to EEO.
- Provide training and education programs designed to provide opportunities for employees to advance in relation to the present and projected workforce needs of the agency and the employees’ career goals.
- The standards for deciding when a person shall be terminated, demoted, disciplined, laid off or recalled should be the same for all employees, including minorities and females. Neutral practices are reexamined to see if they have a disparate effect on such groups.
- Any punitive action (i.e., harassment, terminations, demotions), taken as a result of employees filing discrimination complaints, is illegal.
- Provide assurance that information on EEO counseling and grievance procedures is easily available to all employees.
- Develop, implement, and support a system for addressing complaints alleging discrimination because of race, color, religion, sex, disability, national origin, and other protected categories through an impartial body.
- Ensure the equal availability of employee benefits to all RTA employees. The following records are also kept for compliance and monitoring purposes:

- On all terminations, including layoffs and discharges: indicate total number, name, (home address and phone number), employment date, termination date, recall rights, sex, racial/ethnic identification (by job category), type of termination and reason for termination.
- On all demotions: indicate total number, name, (home address and phone number), demotion date, sex, racial/ethnic identification (by job category), and reason for demotion.
- On all recalls: indicate total number, name, (home address and phone number) recall date, sex, and racial/ethnic identification (by job category).

8. Monitoring and Reporting – FTA C 4704.1A (2.2.7)

8.1 MONITORING AND REPORTING SYSTEMS

RTA recognizes the importance of an effective and practical internal monitoring and reporting system to promote a successful EEO Program consistent with the objectives of FTA's C 4704.1A, EEO Program Guidelines. This system is created to evaluate key performance indicators of the RTA's EEOPP, with supporting data base, as well as provide a foundation for identifiable corrective action. RTA's EEO officer who will be supported by consultants who are EEO experts and practitioners will be responsible for establishing an effective and workable internal monitoring and reporting system that:

- Evaluates the employment practice results and implement action plans RTA has taken/will take upon execution and implementation of this EEOPP.
- Evaluates and assesses RTA's EEOPP and looks at trends and takes proper steps and measures as well as implement corrective actions when/if necessary.
- Presents and reports relevant data and analysis that support actions to implement the plan for minorities and women job applicants and/or employees to management and HR personnel.

RTA establishes these monitoring and reporting procedures for evaluation of the EEO Program for the next four years and provide a proactive approach to facilitate the implementation of identifiable remedial actions.

8.2 RTA'S MONITORING AND REPORTING MECHANISMS

As part of this EEOPP, RTA monitors records of personnel transactions at all levels to ensure that RTA's EEO Policy is carried out. The RTA's EEOPP monitoring components include but are not limited to the following:

1. Commensurate with the beginning of fiscal year (FY 2025), the RTA EEO officer/designated personnel shall provide statistical periodic updates to the RTA's executive director, leadership and management staff as well as HR,

periodically of key EEO performance indicators. These indicators shall include a comparative trend analysis of such key performance indicators as (1) internal complaints by protected characteristics; (2) external complaints comparative to internal complaints; and any other significant trends analysis; (3) workforce analysis by race, gender and EEO job categories if/when deemed applicable, etc.

2. The EEO officer/designated personnel shall monitor records on applicants, new hires, terminations, and promotions by race and gender to ensure that all employees are treated in a fair and equitable manner.
3. The EEO officer/designated personnel will ensure prompt investigation of all EEO protected class complaints at RTA. EEO investigative logs as well as investigation files including all pertinent and relevant documents associated with the investigation will be filed and maintained properly.
4. EEO complaints are reported periodically and sometimes immediately to the executive director, as deem necessary. Every time there is an EEO complaint reported, the EEO officer/designated personnel also communicate the concern to the appropriate members of management within the impacted departments as deem appropriate and/or necessary.
5. The EEO officer/designated personnel will meet with the executive director, periodically and discuss the progress of the EEO Program and results of monitoring including but not limited to: EEO complaints, hiring, promotions, salary/equity concerns, trainings and other related employment, employees, and equity related concerns or topics.
6. RTA will ensure that its EEO Policy Statement is current and updated in accordance with the requirements of the EEO FTA's Circular 4704.1A. The RTA EEO Policy Statement is posted throughout the RTA's facilities in prominent, conspicuous, and accessible locations and includes:
 - » RTA's commitment to nondiscriminatory employment actions
 - » Pledge to develop a written nondiscrimination program that sets forth the policies, practices, and procedures
 - » Explanation concerning implementation responsibilities
 - » A statement regarding the employees right to file complaints alleging discrimination and how to file said complaints and/or reach the EEO officer at RTA
 - » Information regarding the right to reasonable accommodations, and antiretaliation statement

7. RTA's EEO office must be consulted and review specific provisions of the RTA's union contracts, as deemed applicable to ensure there's no disparity nor disparate impact/treatment.
8. RTA will maintain cumulative records and data on applicants, hires, transfers, promotions, trainings that foster promotional potential and terminations. The EEO officer/designee will monitor these records and collect information needed to prepare analysis/reports and identify where the program is not working effectively, and employees and applicants are treated in a fair and equitable manner.
9. EEO officer/designee will meet with senior staff, managers, and supervisors on an ongoing basis regarding EEO related questions, concerns, investigations, tips for management and staff after investigations, recruitment, and outreach efforts, etc.
10. EEO trainings to all supervisors and managers will be implemented within 90 days of their employment/promotion as required by the EEO FTA's Circular 4704.1A.
11. EEO and HR/HR consultants will work together to establish and implement an HR/EEO Recruitment and Promotion Checklist as required by FTA to assess hiring and promotional practices to ensure compliance with FTA guidelines.
12. RTA understand and recognizes the importance of ensuring its EEO Program success through effective monitoring and reporting, consistent with the objectives of FTA's Circular 4704.1A.

8.3 RTA'S EEO MONITORING OF SUBRECIPIENTS AND CONTRACTORS

In accordance with the FTA legislation, "non-discriminatory use of federal funds by recipients of FTA assistance, including their subrecipients and contractors is prohibited." RTA's EEO officer/designee as well as designated RTA's Title VI staff and RTA's DBE Liaison are charged accordingly, with administrative oversight to ensure compliance, as well as FTA reporting requirements pertaining to Title VI of the Civil Rights Act of 1964, EEO Program, Disadvantaged Business Enterprise (DBE) program and the American with Disabilities Act of 1990. Thus, RTA agrees to abide and comply with all applicable civil rights compliance requirements within each designated applicable civil rights rules, laws and regulations as deemed necessary and appropriate. Required civil rights (i.e., Title VI, DBE, EEO) statements shall be included in all RTA FTA-assisted

agreements and in all subsequent contracts between RTA and its contractors.

The RTA EEO officer/designee shall also be responsible for developing such other guidance, policies, and procedures to further the objectives of this EEO Program Plan, including ensuring that any contractors and subrecipients working on RTA federally funded projects and contracts comply with all applicable laws and regulations governing equal employment opportunities. Such actions shall include but are not limited to reviewing and monitoring contractors and subrecipients performance and compliance with specific project and all applicable EEO requirements.

EEO Compliance Monitoring and Enforcement Requirements of RTA's Transit Management Subrecipients / Operations Contractors Receiving U.S. Department of Transportation Financial Assistance.

8.3.1 Requirement

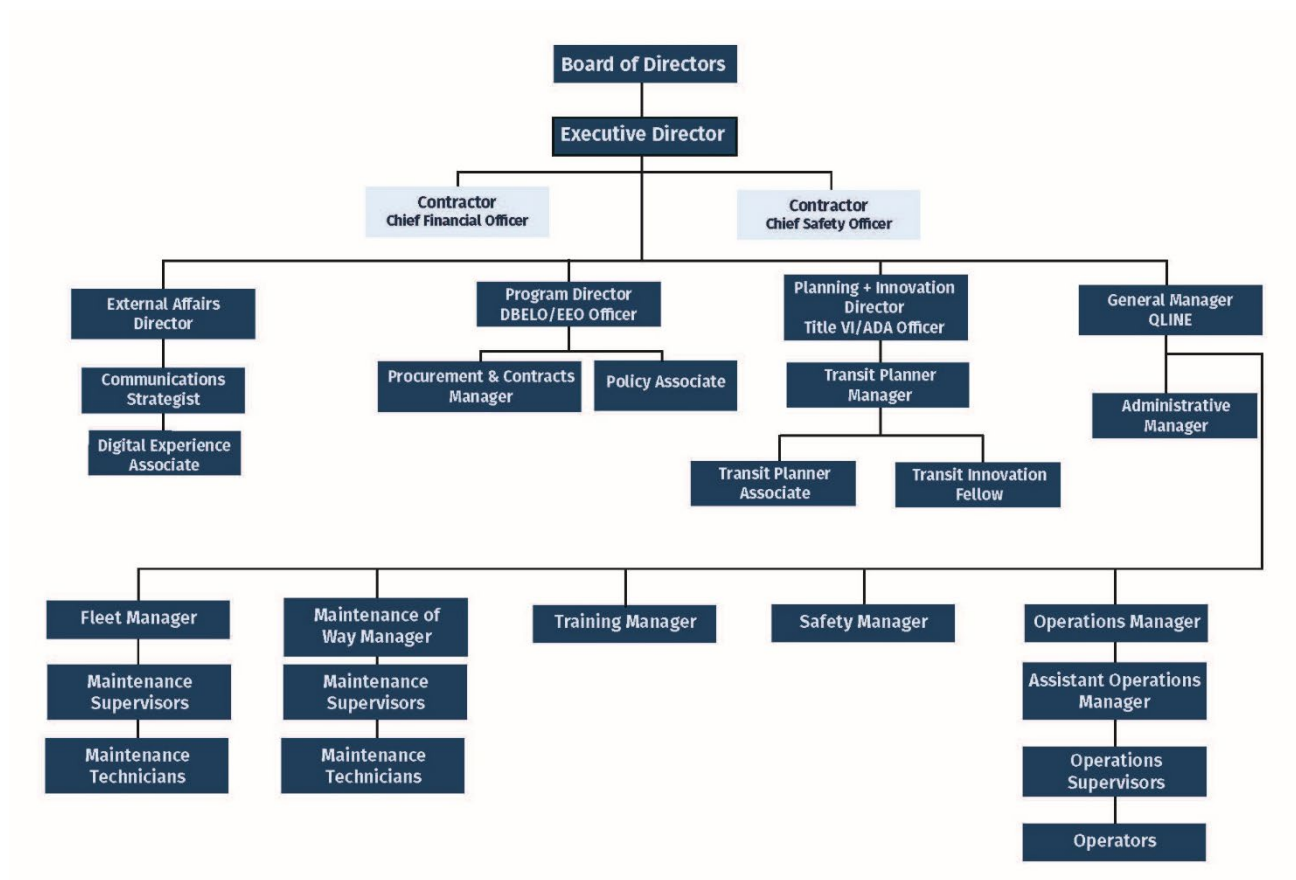
The FTA requires subrecipients, and contractors of RTA that employs 100 or more transit- related employees and requests or receives capital or operating assistance in excess of \$1 million in the previous federal fiscal year, or requests or receives planning assistance in excess of \$250,000 in the previous federal fiscal year to prepare implement all of the EEO Program elements. It should be noted that currently, RTA does not have any transit management subrecipients/operations contractors that will need to or have submitted a full EEOPP.

The FTA also requires subrecipients, and contractors of RTA that employs between 50 and 99 transit-related employees and requests or receives capital or operating assistance in excess of \$1 million in the previous federal fiscal year, or requests or receives planning assistance in excess of \$250,000 in the previous federal fiscal year to prepare and maintain an abbreviated EEO Program. It should also be noted that currently, RTA does not have any transit management subrecipients/operations contractors that will need to or have submitted an abbreviated EEOPP.

Please Note: This program is subject to the **FTA EEO Circular 4704.1A**. In administering its EEO Program, RTA does not, directly or through contractual or other arrangements, use criteria or methods of administration that have the effect of defeating or substantially impairing accomplishments of the objectives of the EEO Program with respect to individuals of a particular race, color, sex, or national origin.

9. Appendix

APPENDIX A: RTA ORGANIZATIONAL CHART



APPENDIX B: RTA EEO COMPLAINT PROCEDURE

APPENDIX C: RTA EEO COMPLAINT INTAKE FORM

APPENDIX D: RTA HR/EEO RECRUITMENT & PROMOTION CONCURRENCE CHECKLIST



BOARD OF DIRECTORS MEMORANDUM

TO: RTA Board of Directors

FROM: Melanie Piana, Program Director

SUBJECT: FY2026–2028 Disadvantaged Business Enterprise (DBE) Goal Methodology Update

DATE: August 15, 2025

REQUESTED ACTION: Board of Directors Approval

Approval Request: This memo requests board approval of the updated Disadvantaged Business Enterprise (DBE) Goal Methodology for FY2026–2028.

Background Information: FTA regulations, under 49 CFR Part 26, require recipients of federal funding to review and update their DBE goal methodology every three years, which aligns with the agency's triennial review year. RTA completed its triannual review in May 2025 and must submit a goal update to the FTA.

The FY2026–2028 DBE Goal Methodology describes the full methodology and market-based goal calculations in detail. It identifies the race-neutral and race-conscious measures that will be used to meet RTA's annual goal. The methodology reflects the agency's current contracting environment and relative availability of DBEs in the market area.

Influences that Impact RTA DBE Goals

Number of Contracts Funded with Federal Funds

RTA's DBE goal is based only on the contracts we expect to fund with federal dollars because the FTA's DBE program applies only to federally assisted projects. When the share of RTA's contracts funded with federal dollars decreases, such as when we have fewer federally funded contracts, the overall DBE goal may decrease. This does not signal a reduced commitment to DBE engagement; rather, it reflects the federal rules that govern how the goal is calculated.

RTA continues to seek DBE participation in all contracting opportunities, whether or not they are federally funded. This continues the Board's interest in promoting inclusive and equitable access to procurement opportunities across all funding sources.

QLINE Operations and Contract Activity

Since becoming the owner and operator of QLINE, RTA's contract portfolio has expanded significantly in both size and scope. QLINE has increased the number and variety of contracting opportunities and broadened our market area activity to include new types of work considered for DBE availability, such as Heavy and Civil Engineering Construction and Computer Facilities Management Services (i.e: fiber, cameras, internet service provider). However, because most of QLINE's non-federally funded funding streams are not factored into the official DBE goal calculation, many new contract opportunities are not factored into the official DBE goal calculation.

Updated DBE Goals

Triennial Period	Overall DBE Goal	Race-Neutral	Race-Conscious
FY2026–2028	6.60%	3.28%	3.32%
FY2023–2025	8.20%	5.31%	2.89%

The updated methodology for FY2026–2028 sets an overall DBE goal of 6.60%, achieved through 5.31% race-neutral participation and 2.89% race-conscious measures. This reflects a slight shift from the FY2023–2025 goal of 8.20% (5.31% race-neutral, 2.89% race-conscious), based on updated marketplace data, anticipated contracting opportunities, and past participation trends. The distribution between race-neutral and race-conscious measures has shifted, reflecting increased opportunities for DBE participation without federal funding.

Potential Federal Administration Program Changes

In May 2025, the federal administration agreed, via court filing, to end the U.S. Department of Transportation's (DOT) use of race and gender presumptions when awarding contracts under the DBE program. This came in response to a federal judge ruling that such presumptions violated the U.S. Constitution's Equal Protection Clause. This shift would mean that race and gender-neutral criteria must replace the current eligibility benchmarks, such as economic disadvantages, rather than demographic traits.

While the DBE program remains congressionally approved, the federal administration has signaled actions that mark a pivotal shift in how "disadvantage" can be recognized and addressed. Transit agencies may need to proactively prepare for:

- Revisiting their DBE approaches to align with potentially stricter criteria.
- Adjusting their program frameworks to remain effective and compliant amid evolving legal interpretations.
- Engaging with stakeholders and lawmakers to ensure meaningful support for historically disadvantaged firms continues, even under evolving rules.

RTA is submitting a DBE Goal update that applies consistent practice from previous methodology updates, following the recommendations provided by our triannual reviewer. Staff will continue to monitor program changes and adjust as needed when FTA offers more direction.

Attachments:

1. FY2026-2028 DBE Goal Methodology Update



**Regional Transit Authority
Of Southeast Michigan**

**DISADVANTAGED
BUSINESS ENTERPRISE
GOAL METHODOLOGY:**

FY2026 - 2028

UPDATED AUGUST 2025

REVISION LOG

Revision Name:	Adopted On:	Update Notes:
Original	May 19, 2016	Updated to reflect staff changes and other RTA updates and added 2017-2019 DBE goals
Updated (Version 2)	November 18, 2018	Updated to reflect staff changes and other RTA updates and added 2020-2022 DBE goals
Update (Version 3)	October 20, 2022	Updated to reflect staff changes and other RTA updates and added 2023-2025 DBE goals
Updated (Version 4)	September 15, 2024	Updated to reflect staff changes, remove the RTA's 2023-2025 DBE Goal Methodology from the RTA's DBE Program Plan.
Updates (Version 5)	August 21, 2025	Updated with new 2026-2028 DBE Goals

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DBE Goals

OVERALL GOAL CALCULATION (2 6 . 4 5)

FISCAL YEARS 2026 - 2028

As required in 49 CFR Part 26 of the Code of Federal Regulations, Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs, the Regional Transit Authority (RTA) of Southeast Michigan has completed its triennial review and set an overall goal for Disadvantaged Business Enterprise (DBE) participation for Fiscal Years (FYs) 2026 - 2028 contracts funded in whole or in part with Federal Transit Administration (FTA) funds. The recommended goal of 6.60% attained through 3.28% from race-neutral participation and 3.32% from race-conscious measures reflects the relative availability of DBEs to participate in contracts and procurements projected by the RTA of Southeast Michigan.

The term "Marketplace" is defined as businesses located in the State of Michigan, that are both Disadvantaged Business Enterprises (DBE) and Non-Disadvantaged Business Enterprises, who are ready, willing, and able to participate in RTA of Southeast Michigan contracts.

In accordance with 49 CFR Section 26.45, RTA's proposed goal will be published in media outlets.

METHODOLOGY

RTA considered a two-step process defined below to determine its DBE participation goal for FY 2026-2028.

STEP 1) Determine the Base Figure for the overall goal:

- Calculate the relative availability of DBEs to perform the types of work forecasted by RTA of Southeast Michigan.
- Weight the respective contract dollars to be expended in each type of federally-assisted project or procurement.
- Determine the weighted DBE relative availability in the projected types of work.
- Aggregate the weighted availability figures to determine the base figure.

STEP 2) Adjustments to the Base Figure:

- Due to the difference in project types and projected project costs, the RTA will be making no adjustments to the Base Figure based on historical data or disparity studies.

Additionally, the methodology includes an explanation of how the forecasted overall goal will be achieved.

GOAL CALCULATION FOR FY2026-2028

STEP 1) Determine the Base Figure for the Overall Goal

The RTA of Southeast Michigan determined that the Michigan Unified Certification Program (MUCP) database of Michigan DBEs and the 2020 United States (U.S.) Census Bureau data for Michigan provided relevant and reliable data to assess RTA's marketplace availability to DBEs operating within the state and identify DBEs capable of completing or contributing to future RTA opportunities. This approach was taken for the following reasons:

- All DBEs certified to work in Michigan are tracked by type of work and by their approved North American Industry Classification System (NAICS) codes on the web-based MUCP database located at <https://mdotjboss.state.mi.us/MUCPWeb/>
- The U.S. 2020 Economic Census data provides economy-wide statistics for Michigan, including the number of vendors by NAICS code on both a state-wide and county-wide basis. The statewide data serves as the RTA coverage area for the DBE calculation.

The RTA's core services that are funded with partial/full federal funding are currently and anticipated during the triennial period to be limited to communications, public relations, engineering, planning/landscape architecture, consulting, accounting/payroll, and environmental consulting services. As such, the following NAICS codes were used to determine the base figure for RTA services:

NAICS Code	Project Description
	Administrative Management and General Management
541611	Consulting Services
541199	All Other Legal Services
485510	Charter Bus Industry
541513	Computer Facilities Management Services
541330	Engineering Services
541620	Environmental Consulting Services
541612	Human Resources Consulting Services
541320	Landscape Architectural Services
541613	Marketing Consulting Services
541219	Other Accounting Services
237990	Other Heavy and Civil Engineering Construction
541820	Public Relations Agencies

Table 1.0 lists the number of DBE firms willing and able to work in the market area for the defined RTA practice areas listed in the MUCP and the overall firms willing and able to work in the RTA coverage area defined by 2020 Census Data.

Table 1.0 DBE & Total Firms Working in the RTA Market Area

Base Goal Calculation (FY 2026 – FY 2028)		A	B
NAICS Code	Project Description	# of DBE ONLY firms willing and able to work in market area (Statewide)	# of overall firms willing and able to work in market area (Statewide)
541611	Administrative Management and General Management Consulting Services	114	3,354
541199	All Other Legal Services	3	341
485510	Charter Bus Industry	1	29
541513	Computer Facilities Management Services	16	173
541330	Engineering Services	58	2,609
541620	Environmental Consulting Services	33	320
541612	Human Resources Consulting Services	24	463
541320	Landscape Architectural Services	14	173
541613	Marketing Consulting Services	31	1903
541219	Other Accounting Services	12	1,574
237990	Other Heavy and Civil Engineering Construction	18	328
541820	Public Relations Agencies	19	288
488210	Support Activities for Rail Transportation	2	37
TOTAL		345	11,592

The following section provides a breakdown of available work for each of these areas:

- a) **Administrative Management & General Management Consulting Services** - An estimated \$1,662,000 is projected for FTA-assisted Administrative Management and General Management Consulting Services, representing 8.18% of RTA's total projected FTA budget. The DBE relative availability for Administrative Management and General Management Consulting Services is 3.40%. The weighted DBE relative availability is 0.28%. **(see Table 2.0)**
- b) **All Other Legal Services** - An estimated \$240,000 is projected for FTA-assisted Legal Services, representing 1.18% of RTA's total projected FTA budget. The DBE relative availability for Legal Services is 0.88%. The weighted DBE relative availability for Legal Services is 0.03%. **(see Table 2.0)**
- c) **Charter Bus Industry** -An estimated \$9,00,000 is projected for the FTA-assisted Charter Bus Industry, representing 44.31% of RTA's total projected FTA budget. The DBE relative availability for Charter Bus Industry is 3.45%. The weighted DBE relative availability for Charter Bus

Industry is 2.92%. **(see Table 2.0)**

- d) **Computer Facilities Management Services**- An estimated \$250,000 is projected for the FTA-assisted Computer Facilities Management Services, representing 1.23% of RTA's total projected FTA budget. The DBE relative availability for Computer Facilities Management Services is 9.25%. The weighted DBE relative availability for Computer Facilities Management Services is 0.07%. **(see Table 2.0)**
- e) **Engineering Services** - An estimated \$1,080,000 is projected for FTA-assisted Engineering Services, representing 5.32% of RTA's total projected FTA budget. The DBE relative availability for Engineering Services is 2.22%. The weighted DBE relative availability for Engineering Services is 0.05%. **(see Table 2.0)**
- f) **Environmental Consulting Services** - An estimated \$480,000 is projected for FTA-assisted Environmental Consulting Services, representing 2.36% of RTA's total projected FTA budget. The DBE relative availability for Environmental Consulting Services is 8.09%. The weighted DBE relative availability for Environmental Consulting Services is 1.19%. **(see Table 2.0)**
- g) **Human Resources Consulting Services** - An estimated \$72,960 is projected for FTA- assisted Human Resources Consulting Services activities, representing .36% of RTA's total projected FTA budget. The DBE relative availability for Human Resources Consulting Services is 5.18%. The weighted DBE relative availability for Human Resources Consulting Services activities is 0.02%. **(see Table 2.0)**
- h) **Landscape Architectural Services** - An estimated \$1,662,000 is projected for FTA-assisted Landscape Architectural Services activities, representing 8.18% of RTA's total projected FTA budget. The DBE relative availability for Landscape Architectural Services is 8.09%. The weighted DBE relative availability for Landscape Architectural Services is 1.45%. **(see Table 2.0)**
- i) **Marketing Consulting Services** - An estimated \$240,000 is projected for FTA-assisted Marketing Consulting Services activities, representing 1.18% of RTA's total projected FTA budget. The DBE relative availability for Marketing Consulting Services is 1.63%. The weighted DBE relative availability for Marketing Consulting Services is .01%. **(see Table 2.0)**
- j) **Other Accounting Services** - An estimated \$306,460 is projected for FTA-assisted activities identified as Other Accounting Services representing 1.51% of RTA's total projected FTA budget. The DBE relative availability for Other Accounting Services is 0.76%. The weighted DBE relative availability for Other Accounting Services is 0.16%. **(see Table 2.0)**
- k) **Other Heavy and Civil Engineering Construction** - An estimated \$3,360,000 is projected for FTA-assisted activities identified as Other Heavy and Civil Engineering Construction representing 16.54% of RTA's total projected FTA budget. The DBE relative availability for Other Heavy and Civil Engineering

Construction is 5.49%. The weighted DBE relative availability for Other Heavy and Civil Engineering Construction is 0.27%. **(see Table 2.0)**

- l) Public Relations Agencies** - The RTA anticipates using \$360,000 federal dollars for Public Relations Agencies for the defined triennial period. This amount represents 1.77% of RTA's total projected FTA budget. The DBE relative availability for Public Relations Agencies is 6.60%. The weighted DBE relative availability for this is 0.063%. **(see Table 2.0)**
- m) Support Activities for Rail Transportation** - The RTA anticipates using \$1,600,000 federal dollars for Support Activities for Rail Transportation for the defined triennial period. This amount represents 7.88% of RTA's total projected FTA budget. The DBE relative availability for Support Activities for Rail Transportation is 5.41%. The weighted DBE relative availability for this project is 0.43%. **(see Table 2.0)**

Table 2.0 Anticipated RTA Availabilities

Base Goal Calculation (FY 2026 – FY 2028)		A	B	C	D	E	F
NAICS Code	Project Description	# of DBE ONLY firms willing and able to work in market area (Statewide)	# of overall firms willing and able to work in market area (Statewide)	# DBE firms/# overall firms in market area (Statewide)	FTA Contracting Opportunities	Weighted % Contract (D/Total Contract Value)	Weighted % DBE Goal (C x E)
541611	Administrative Management and General Management Consulting Services	114	3,354	3.40%	\$1,662,000	8.18%	0.28%
541199	All Other Legal Services	3	341	0.88%	\$240,000	1.18%	0.01%
485510	Charter Bus Industry	1	29	3.45%	\$9,000,000	44.31%	1.53%
541513	Computer Facilities Management Services	16	173	9.25%	\$250,000	1.23%	0.11%
541330	Engineering Services	58	2,609	2.22%	\$1,080,000	5.32%	0.12%
541620	Environmental Consulting Services	33	320	10.31%	\$480,000	2.36%	0.24%
541612	Human Resources and Consulting Services	24	463	5.18%	\$72,960	0.36%	0.02%
541320	Landscape Architectural Services	14	173	8.09%	\$1,662,000	8.18%	0.66%
541613	Marketing Consulting Services	31	1,903	1.63%	\$240,000	1.18%	0.02%
541820	Media Representatives	12	288	6.60%	\$360,000	1.77%	0.12%
541219	Other Accounting Services	18	1,574	0.76%	\$306,460	1.51%	0.01%
237990	Other Heavy and Civil Engineering Construction	19	328	5.49%	\$3,360,000	16.54%	0.91%
488210	Support Activities for Rail Transportation	2	37	5.41%	\$1,600,000.00	7.88%	0.43%
TOTAL		343	11,592	2.98%	\$20,313,420	100.00%	4.03%
				Goal Without Weighing			Weighted Goal

Based on the above data, the Step One base figure for FTA-assisted funds was calculated to be 4.03%. **(See Table 3.0)**

Table 3.0 Base Figure – Weighted DBE Relative Availability

Types of Work Forecast for FY 2026-2028	Weighted DBE Relative Availability
Media Representatives	0.12%
Engineering Services	0.12%
Administrative Management and General Management Consulting Services	0.28%
Landscape Architectural Services	0.66%
All Other Legal Services	0.01%
Other Accounting Services	0.01%
Human Resources and Consulting Services	0.02%
Environmental Consulting Services	0.24%
Marketing Consulting Services	0.91%
Computer Facilities Management Services	0.02%
Charter Bus Industry	0.11%
Support Activities for Rail Transportation	1.53%
FTA Step One Base Figure (Sum of Types of Work)	4.03%

STEP 2: Adjustments to the Base Figure

RTA adjusted the base figure based on historical data, using information about past participation. The past DBE participation median for FY 2023-2025 was 8.20%, and when the weighted base figure (4.03%) is averaged, the adjusted goal comes out to 6.60%.

RTA has set a DBE goal of 6.60% for FY2026-2028

RECOMMENDATION for RACE- NEUTRAL (RN) MEANS

The RTA expects to meet the maximum feasible portion of its overall goal by using race-neutral means of facilitating DBE participation. We estimate that in meeting the overall goal of **6.60%**, the RTA of Southeast Michigan will obtain **3.28%** from race-neutral participation and **3.32%** from race-conscious measures.

The RTA will consistently examine the effectiveness of using race-neutral means to ensure proper DBE participation and will continue to evaluate the rationale for establishing a race-neutral goal.

OUTREACH TO MINORITY AND WOMEN'S GROUPS

The RTA consulted with the following minority, women's, and business organizations, which were coordinated when establishing the RTA's DBE goals. RTA sent correspondence to the following groups for input on the FY2026 -2028 goal. Consultation is intended to review the proposed overall DBE goal, receive comments, obtain information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and help the RTA build long-term contracting relationships with DBEs in the market area.

In addition, staff commit to participating in local events in the upcoming year to increase awareness of future RTA opportunities, including those identified below.

Organization
Arab American Chamber of Commerce
Asian Pacific American Chamber of Commerce
Chaldean Chamber of Commerce
COMTO - Conference of Minority Transportation Officials (Michigan)
Conference of Minority Transportation Officials
Detroit Regional LGBT Chamber of Commerce
Detroit Regional Chamber
Great Lakes Women's Business Council
Metro Detroit Black Business Alliance
Michigan Association for Female Entrepreneurs (MAFE)
Michigan Department of Transportation (MDOT)
Michigan Hispanic Chamber of Commerce (MHCC)
Michigan Minority Business Development Association (MMBDA)
National Association Women Business Owners Greater Detroit Chapter
National Business League
Southwest Detroit Business Association (SDBA)
Women Impacting Public Policy (WIPP)

The RTA attends the Michigan Department of Transportation's DBE conference and presents upcoming projects to DBE vendors, as well as networks with DBEs interested in bidding on RTA projects. RTA staff also attend Michigan Unified Certification Program (MUCP) quarterly meetings. The meetings are attended by DBE certifying agencies and other FTA covered entities in the State of Michigan. During these meetings any changes to the FTA's DBE program are discussed, along with any ongoing DBE program related issues entities are experiencing.

MEDIA

RTA's announcement of its proposed DBE participation goal for FY2026 - 2028 will be published in the following media sources:

- The Michigan Chronicle
- Detroit News
- Detroit Free Press

Websites:

- www.rtamichigan.org

OUTREACH COMMUNICATIONS

Public Notice:

RTA of Southeast Michigan Proposed DBE Goals for FY 2026 - FY2028

The Regional Transit Authority of Southeast Michigan (RTA) has established a goal of **6.60%** for its Disadvantaged Business Enterprises (DBE) Program for fiscal years 2026 through 2028.

This goal will be attained through **3.28%** from race-neutral participation and **3.32%** from race-conscious measures, which reflects the relative availability of DBEs to participate in contracts and procurements projected by the RTA.

The proposed goal and its methodology have been developed in accordance with the Federal Transit Administration's regulations 49 CFR Part 26.

The goal and the methodology used to develop it are available for inspection from 8:30 a.m. to 4:30 p.m. Monday through Friday at RTA's offices located at 1001 Woodward Avenue, Suite 1400, Detroit, Michigan. These materials will be available for 30 days following the date of this notice.

The RTA will accept comments on the goal for 45 days from the date of this notice. Inquiries may be directed to the following:

RTA of Southeast Michigan

1001 Woodward Avenue, Suite 1400

Detroit, Michigan 48226

Or e-mail to: info@rtamichigan.org