



Nashville MTA Board Meeting

Tennessee Bankers Association

211 Athens Way | Nashville, TN 37203

February 27, 2025 | 2:30 p.m.

Board Members: Gail Carr Williams, Chair | Jessica Dauphin | Aron Thompson | Kathryn Hays Sasser

1. **Call to Order**
2. **Roll Call**
3. **Approval of the January 23, 2025, MTA Board Minutes**
4. **Public Comment**
5. **Information Only Items** – The following information is contained in the board packet distributed for member review. These items are not planned for discussion, but the staff is available to discuss them should members have questions.
 - Monthly Financial Report Compared to Budget – Amanda Vandegrift, Deputy CEO of Finance & Administration **M-I-25-006** **P. 7**
 - Monthly Operating Statistics – Andy Burke, COO **M-I-25-007** **P. 14**
 - Upcoming Procurement Projects List – Vince Malone, COSA **M-I-25-008** **P. 19**
6. **Consent Agenda Items – There are no consent agenda items this month**
7. **Operations & Finance Committee – Jessica Dauphin, Committee Chair**
 - Forty Foot (40') Transit Bus Purchase – Carl Rokos, Director of Maintenance **M-A-25-006** **P. 21**
 - Safety Plan Amendments – Nick Oldham, CSSO **M-A-25-007** **P. 22**
 - Quarterly Route Performance Report – Katie Freudberg, Scheduling & Service Manager **OF-D-25-002** **P. 23**
8. **New Initiatives & Community Engagement Committee – Aron Thompson, Committee Chair**
 - WeGo Link Pilot Zones & Title VI Analysis – Felix Castrodad, Director of Planning & Grants **M-A-25-008** **P. 26**
 - Security Assessment Overview & Findings – Nick Oldham, CSSO **NICE-D-25-002** **P. 31**
 - Contracted Security Contract Award – Nick Oldham, CSSO **M-A-25-009** **P. 32**
 - Amendment to Existing Security Contract – Nick Oldham, CSSO **M-A-25-010** **P. 34**
 - MTA Reserve Fund Policy Discussion – Amanda Vandegrift, Deputy CFO of Finance & Administration **NICE-D-25-003** **P. 35**
 - FY2025-2026 MTA Budget Submission to Metro - Amanda Vandegrift, Deputy CEO of Finance & Administration **NICE-D-25-004** **P. 38**
9. **Election of Vice Chair – Margaret Behm, Board Secretary & General Counsel** **M-A-25-011** **P. 62**
10. **CEO's Report – Stephen G. Bland, CEO**
11. **Chair's Report – Gail Carr Williams, Chair**
12. **Other Business**
13. **Adjournment**

Nashville Metropolitan Transit Authority

Board of Directors Meeting

January 23, 2025

I. **Call to Order:** The regular meeting of the Nashville Metropolitan Transit Authority (Nashville MTA) Board of Directors was held at the Tennessee Bankers Association located at 211 Athens Way, Nashville, TN 37228, on Thursday, January 23, 2025.

II. **Roll Call of Persons Present:**

Gail Carr Williams, Chair	Debbie Frank, Deputy CEO of Growth & Dev
Jessica Dauphin, Member	Amanda Vandegrift, Deputy CEO of Finance & Admin
Aron Thompson, Member	Andy Burke, Chief Operating Officer
Kathryn Sasser, Member	Vince Malone, Chief of Staff & Administration
Margaret Behm, Board Secretary	Nick Oldham, Chief Safety & Security Officer
Stephen Bland CEO	Nick Pecenka, Director of Operations
Monica Howse, Sr. Exec. Asst. & Bd. Liaison	

A quorum was established, and Board Chair Carr Williams called the meeting to order at 2:30 p.m.

III. **Approval of Minutes:** Ms. Jessica Dauphin made a motion to approve the December 19 Nashville MTA Board minutes. Mr. Thompson seconded the motion, and the Board unanimously approved the minutes.

IV. **Public Comments:** Chair Carr Williams opened the floor for public comments. The public was reminded that comments were limited to two minutes. The following members of the public gave public remarks:

- Chanelle Matthews
- Peter O'Connor
- John Bull

V. **Informational Items:** The following items were presented for the board members' review:

- **Monthly Financial Report Compared to Budget** – Mr. Thompson asked about any trends to consider as we approach the next fiscal year. Ms. Vandegrift responded that she would return in the coming months to discuss the operating revenue impacts from various programs, such as community impact partnerships, passenger fare revenue, and operating revenue, which were influenced by policy decisions made by the board. Additional discussions on these topics will take place later in the NICE Committee meeting.
- **Annual Risk Assessment** – No questions or discussion
- **Annual Conflict of Interest** – No questions or discussion
- **Monthly Operating Statistics** – Ms. Dauphin asked Mr. Burke for more details on the Operating Statistics report, specifically regarding the award of a two million dollars USDOT Smart Grant. Mr. Burke explained that the funds will be used to enhance technology efforts focused on managing corridor congestion and headway management, specifically in the Murfreesboro Pike corridor.
- **Upcoming Procurement Projects List** – Ms. Dauphin expressed her satisfaction with the release of RFPs, particularly for the CHYM Transportation Improvement program.

VI. Consent Agenda Items:

- a. **Approval for Retrofitting Driver Protective Barriers (M-A 25-001):** The Federal Transit Administration (FTA) issued General Directive 24-1 in September 2024, requiring transit agencies to assess and mitigate the safety risks of assaults on transit workers. In response, WeGo's Safety and Security Departments propose retrofitting 93 buses with Arrow Max driver protective barriers to enhance operator safety.

To comply with FTA requirements, staff request approval to proceed with the retrofits, which will be funded through the FY 2024 Capital Plan. The total project cost is \$726,379, covering barrier purchases and installation. Upon board approval, the Procurement Department will amend the Gillig contract for the barriers and award the installation contract to Coach Crafters for \$102,300.

Staff recommended that the Board authorize the Chief Executive Officer to purchase barrier retrofits for 93 buses at a not-to-exceed price of \$726,379. This project was part of the FY 2024 Capital Plan and will utilize Federal 5307 formula funding with a 10% State and 10% local match.

Ms. Dauphin motioned to approve the Consent Agenda action item; Ms. Kathryn Hays Sasser seconded the motion, and the Board unanimously approved it.

VII. Operations & Finance Committee Report: Committee Chair Jessica Dauphin presented the following items for discussion and action:

- a. **Operations 2024 Special Events Review (OF-D-25-001):** Director of Operations Nick Pecenka provided the following overview:

In 2024, WeGo Public Transit successfully organized and participated in various special events to enhance community engagement, promote sustainable transportation, and increase awareness of fixed-route services. Key initiatives included:

New Year's Eve Service – Ridership increased by 36%, with 7,000 passengers using transit after 6 p.m. and 2,200 after midnight (a 58% increase). The service operated with zero accidents.

Tennessee Titans Partnership – An estimated 6,000 fans utilized free transit to home games, with WeGo buses receiving priority access near Nissan Stadium for the first time.

Choose How You Move Campaign – WeGo supported the mayor's initiative by providing bus services and staff at 35 events to educate the public on transportation options.

Building on 2024's success, WeGo aims to enhance community event services in 2025. At the January Board meeting, Director of Operations Nick Pecenka will provide an overview of these initiatives and future plans.

Ms. Dauphin thanked Mr. Pecenka for an excellent report. She loved seeing the increase in ridership for those special events. She said she looked forward to seeing more info in 2025

Chair Carr Williams said she thought the system worked well.

Mr. Thompson inquired whether ridership from outside counties is being tracked. Mr. Pecenka pointed out that the 1,200 figure includes 6,000, and the 10% figure represents system-wide ridership.

- b. **MTA Code of Conduct Revisions (M-A-25-004)**: Chief of Staff & Administration Vince Malone presented the following item for action:

WeGo Public Transit has updated its Code of Conduct, originally established in 2008, to reflect branding changes and broaden its scope as the transit system grows. While the substance remains unchanged, key updates include:

Renaming from "MTA Code of Conduct" to "WeGo Code of Conduct" to align with WeGo branding.

Terminology updates: References to "MTA" are replaced with "WeGo" and "Music City Central" with "MTA Property."

Clarifications and additions, such as requiring a valid fare to be on MTA property, prohibiting private services without consent, banning e-scooters/e-bicycles on MTA property, and reinforcing the requirement for individuals to cooperate with WeGo personnel and law enforcement, were also made. The WeGo staff recommended that the Board approve the revisions to the Code of Conduct.

The WeGo staff recommended the Board to approve the revisions to the Code of Conduct.

A general discussion took place, during which edits were made to the document.

The Operations & Finance Committee made a motion to approve the MTA Code of Conduct Revisions action item, incorporating the edits made during the meeting. Ms. Hays Sasser seconded the motion, and the Board unanimously approved the minutes.

Chair Carr Williams requested that a solid communication plan be established once the document is finalized.

- c. **WeGo Facility Use Agreement for MTA Properties (M-A-25-005)**: Chief of Staff & Administration Vince Malone presented the following item for action:

WeGo Public Transit is requesting Board approval to lease space within and around MTA transit facilities for commercial and non-commercial events that do not interfere with transit operations or violate the Code of Conduct. These events help foster community engagement, enhance security perceptions, and improve public perception of transit spaces.

To manage this process, WeGo has collaborated with MTA's General Counsel and insurance consultants to establish proper risk assessments and coverage. A facility use agreement will outline terms, expectations, and liability protections for MTA.

Similar to RTA's existing leasing model, event fees will range from \$500 to \$2,000 per event based on duration and staffing needs. Utilizing transit spaces for non-transit purposes is expected to positively contribute to community-building and the overall image of MTA properties.

The WeGo staff recommended that the MTA Board give the Chief Executive Officer the authority to enter into subsequent facility use agreements with outside parties for the use of MTA transit facilities that involve activities and events on MTA properties for non-transit-related purposes that don't conflict with transit business operations.

The Operations & Finance Committee made a motion to approve the MTA Code of Conduct Revisions action item. Ms. Hays Sasser seconded the motion, and the Board unanimously approved the minutes.

VIII. New Initiative & Community Engagement Committee Report: Committee Chair Aron Thompson presented the following item for discussion:

- a. **FY2025-2026 MTA Budget Proposal to Metro Finance (NICE-D-25-001):** Deputy CEO of Finance & Administration Amanda Vandegrift, along with CEO Steve Bland and Deputy CEO of Growth & Development Debbie Frank, presented key financial trends and initiatives for the FY2026 budget season. The goal was to equip the Board with relevant insights for the upcoming Metro Nashville budget submission and to identify strategic priorities for developing the FY2025-26 operating budget, which will be adopted in June.

Ms. Hays Sasser said that she appreciated the clarity and thoroughness of the report.

Ms. Dauphin asked whether the investment appropriations request would total \$88,665,900 plus \$93,300,000 as the new operating budget request. Ms. Vandegrift clarified that \$46,200,000 would be added to the existing FY2024-25 budget of \$77,365,900, and \$47,100,000 would be added to the FY2025-26 baseline request of \$88,665,900. Ms. Dauphin also commended the team for an excellent report.

Chair Carr Williams congratulated Ms. Vandegrift and the staff on an excellent report. She acknowledged the importance of having these funds and expressed gratitude to the team for being responsible stewards of pandemic-related funding. She praised the report as insightful and well-prepared.

IX. CEO's Report: CEO Bland provided the following report:

1. On January 13, Judge Martin of the Chancery Court of Davidson County ruled in favor of the Metropolitan Government in a lawsuit challenging the legality of the recent Choose How You Move Transit Referendum. Her decision clears the way for collection of the ½ cent sales tax beginning on February 1. Funds received will be held in a separate account by Metro Finance to be applied toward the project and service initiatives contained in the Choose How You Move Transit Improvement program. WeGo continues to work with the Mayor's Office, NDOT, Metro Planning, and Metro Finance as specific approaches to obligating those funds are developed. In the meantime, WeGo will advance project and service initiatives under its purview in a parallel fashion through the traditional Metro operating budget and capital funding mechanisms, as well as the specific Choose How You Move program implementation approach.
2. WeGo has been actively working on the FY2025-26 Metro Operating Budget proposal. CEO Bland acknowledged and thanked Amanda Vandegrift, Shelly McElhaney, and the entire team for their efforts. The proposals will be submitted by the February 7 Metro Finance deadline.
3. Kudos to Nick Pecenka and the operations and customer care teams for their outstanding response during last week's winter storm. Despite the storm's initial severity forecasts, WeGo successfully maintained safe and reliable service without any accidents. CEO Bland also thanked Director Alarcon and NDOT for their efforts in keeping primary roadways clear.
4. WeGo is actively pursuing several key projects under the *Choose How You Move* initiative and Capital Plan, including a Request for Information (RFI) from consultants for the Murfreesboro Pike All Access Corridor. This will help shape a comprehensive Request for Proposals (RFP) later this year and solicit capital project management firms to support WeGo's engineering and planning staff in managing an expanded capital project portfolio.
5. On January 15, WeGo joined Mayor O'Connell and Robert Hampshire, Chief Science Officer for the United States Department of Transportation, to announce WeGo's receipt of a \$1.9 million USDOT SMART Grant to apply advanced technology toward initiatives intended to improve service reliability in the Murfreesboro Pike Corridor. The project will entail the

deployment of technologies such as Computer Aided Dispatch/Automated Vehicle Location systems, headway-conditional Transit Signal Priority, traffic-adaptive signals, machine vision, and Artificial Intelligence/Machine Learning with an overall goal of stabilizing the spacing between buses in the corridor. The project entails partnerships with NDOT and TDOT, as well as university partners at Vanderbilt and Penn State and several private sector partners. Congratulations to Deputy COO Dan Freudberg and our Capitol Grants Administrator Billy Higgins for putting together a successful application package. He thanked Board Chair Gail Carr Williams and Board Member Jessica Dauphin for attending the announcement event. On January 15, WeGo joined Mayor O'Connell and Robert Hampshire from the U.S. Department of Transportation to announce a \$1.9 million USDOT SMART Grant. The grant will fund advanced technology improvements in the Murfreesboro Pike Corridor, including Computer-Aided Dispatch/Automated Vehicle Location systems, Transit Signal Priority and traffic-adaptive signals, Machine vision, and AI/Machine Learning to stabilize bus spacing. WeGo is partnering with NDOT, TDOT, Vanderbilt, Penn State, and private sector partners for this initiative. Special recognition to Deputy COO Dan Freudberg and Capitol Grants Administrator Billy Higgins for their work on the application.

6. Advance work continues with consultants on updating the nMotion Strategic Service Plan. The initial phase includes system assessments and market analysis to establish a baseline for further planning. More updates will follow as progress is made.
7. Deputy CEO of Growth and Development Debbie Frank and her team are advancing three new transit center projects in partnership with Metro Nashville (Antioch), HG Hill and Southeast Ventures (Donelson), and Holladay Properties (Upper Skyline). These projects are moving from federal environmental reviews into design and transactional activities, with significant progress expected in 2025.
8. CEO Bland publicly thanked former Board Member Janet Miller for her years of service, highlighting her contributions to rebranding, real estate initiatives, capital program expansion, and the *Choose How You Move* ballot measure. She has been a fantastic source of encouragement, advice, and consolation over the years. He wished her all the best in her future endeavors, and he told her that he would not be going away so quietly!
9. CEO Bland said he learned earlier today that WeGo's Training Coordinator, Felicia Ransom, will be leaving at the end of February to become the Safety and Training Manager for the Clarksville Transit System. He congratulated her on the new opportunity and expressed confidence in WeGo's strong Training Department.
10. On the RTA side:
 - a. WeGo continues to engage with TDOT on the State's Choice Lane initiative along I-24 between Nashville and Murfreesboro. Under the Transportation Modernization Act, public transit vehicles will have free access to these lanes, improving service efficiency and reliability.
 - b. At their January meeting, the RTA Board re-elected its prior officers. Wilson County Mayor Randall Hutto was re-elected as Chair, Gallatin Mayor Paige Brown as Vice Chair, and Davidson County Governor's Appointee Ed Cole as Secretary.

X. Chair's Report: Board Chair Carr Williams presented the following report:

Chair Carr Williams described the meeting as highly productive and effective.

She congratulated Felicia Ransom on her new job opportunity and expressed her best wishes.

She also shared that she recently came across a social media clip of Andy Burke leading a Lunch-N-Learn session with WeGo staff. She appreciated seeing the team engaged in learning while having fun, emphasizing that teamwork truly pays off—especially in collaborative efforts like budgeting and utilizing facilities to connect with the community. She noted that sometimes, while casually scrolling through social media, you come across something that genuinely makes you smile.

In closing, Chair Carr Williams wished everyone a Happy New Year.

- XI. **Other Business**: There was no further business to come before this Board.
- XII. **Adjournment**: With no further business, Vice Chair Miller moved to adjourn the meeting, which adjourned at 4:04 p.m.

Attested:

Gail Carr Williams
Chair

Margaret L. Behm
Secretary

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Information Item Committee Discussion Item Committee Action Item Board Discussion Item

Item Number:	M-I-25-006	Meeting Date:	2/27/2025
Item Title:	Monthly Financial Report Compared to Budget		

BACKGROUND:

Attached is a summary of the interim statement of operations for December 2024 compared to the approved fiscal year (FY) 2025 budget. In the first half of the fiscal year, revenues were 5% higher than budgeted, and expenses were just 0.6% higher than budgeted.

We continue to report a positive revenue variance, which is primarily related to the timing of local funds used. Local funds will continue to be used at a similar pace until mid-March when we anticipate shifting to federal funds for eligible operating expenses. Approximately \$2.4 million in federal COVID-19 funds were drawn in December and we anticipate drawing the remaining \$4.2 million in federal COVID-19 relief funds by the end of the fiscal year. A total of \$842,993 in federal funds have been received to date for capital program items that were not capitalized and recorded as federal operating revenue. Passenger revenues continue to trend higher than budgeted, with total fiscal year revenues to date being approximately \$457,983 (or 12%) higher than budgeted in the first half of the fiscal year. This is primarily because the budget conservatively assumed a more severe revenue impact related to fare-capping implementation. Please note that in this report and future reports, contract services revenues related to MTA's contract with RTA will be shifted from the "Passenger Revenues" category to the "Other Operating Revenues" category to better align with the traditional P&L statement.

Overtime costs in the Fixed-Route Bus Operations category continue to be significantly higher than budgeted, being nearly two times higher than anticipated in the first half of the fiscal year due to the ongoing labor shortage issue. Overtime costs in December were exacerbated by the need for labor at premium rates to cover holiday-related shortages. As a result of this continuing trend, total fiscal year spending to date in the Fixed Route Bus Operating category was nearly \$1.8 million (or 15%) higher than anticipated in the FY 2025 budget. Labor shortages have also impacted the Paratransit Operations category, with the category spending to date being approximately \$832,713 (or 13%) higher than budgeted, primarily related to the use of third-party providers to cover needed services. Prior to this month, the Employee Benefits category had been reporting a positive revenue variance related to quarterly prescription rebates received through Rx Benefits, lower use of paid time off, and open positions. This positive variance was significantly reduced in December by the payment of several medical claims. The Customer Communications category is 9% higher than was budgeted for the first half of the fiscal year due to efforts related to the Choose How You Move Program. Other categories experienced positive variances associated with the timing of expenses and open positions, including Administration (10%), Planning & Development (7%), and Others (55%).

With respect to specific areas of income and expenditure on the attached profit and loss (P&L) statement, there are several underlying trends worth noting. First, Passenger Fare Revenues continue to be higher than budgeted, and WeGo Access Revenues continue to be lower than budgeted. These variances are largely related to budget assumptions on fare-capping revenue impacts. Second, Community Impact Partnership Revenue continues to be recorded as zero due to the ongoing transition from the traditional transit advertising program. Labor & Fringes was under budget for the first half of the fiscal year, which was related to the timing of insurance refunds and labor shortages. Services were significantly higher than budgeted due to overtime costs, as noted above. Casualty & Liabilities were higher than budgeted due to higher-than-anticipated insurance expenses.

As of November 30, 2024, RTA owed Nashville MTA approximately \$257,421 for services provided. In turn, MTA owes RTA approximately \$63,844 for fares collected.

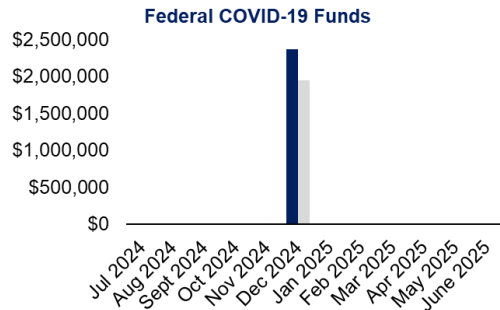
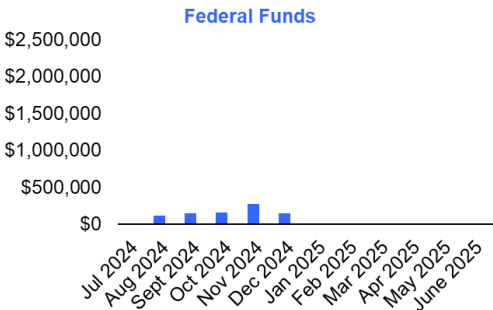
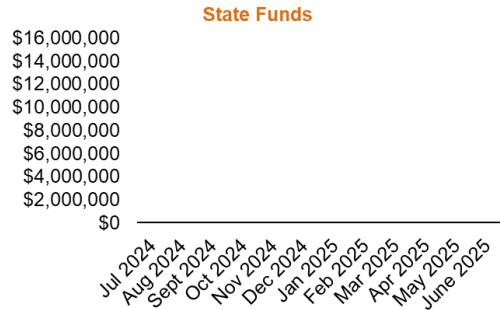
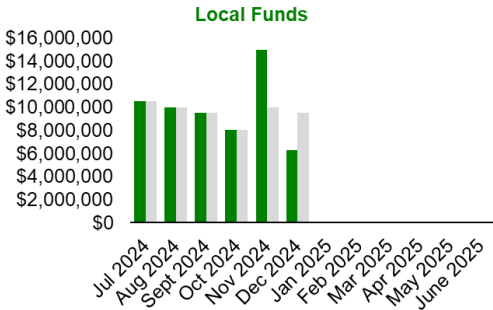
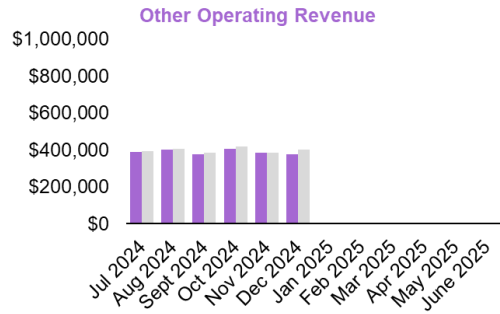
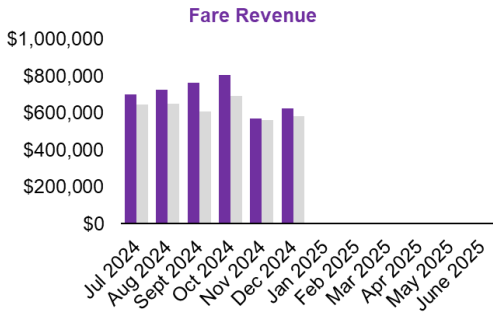
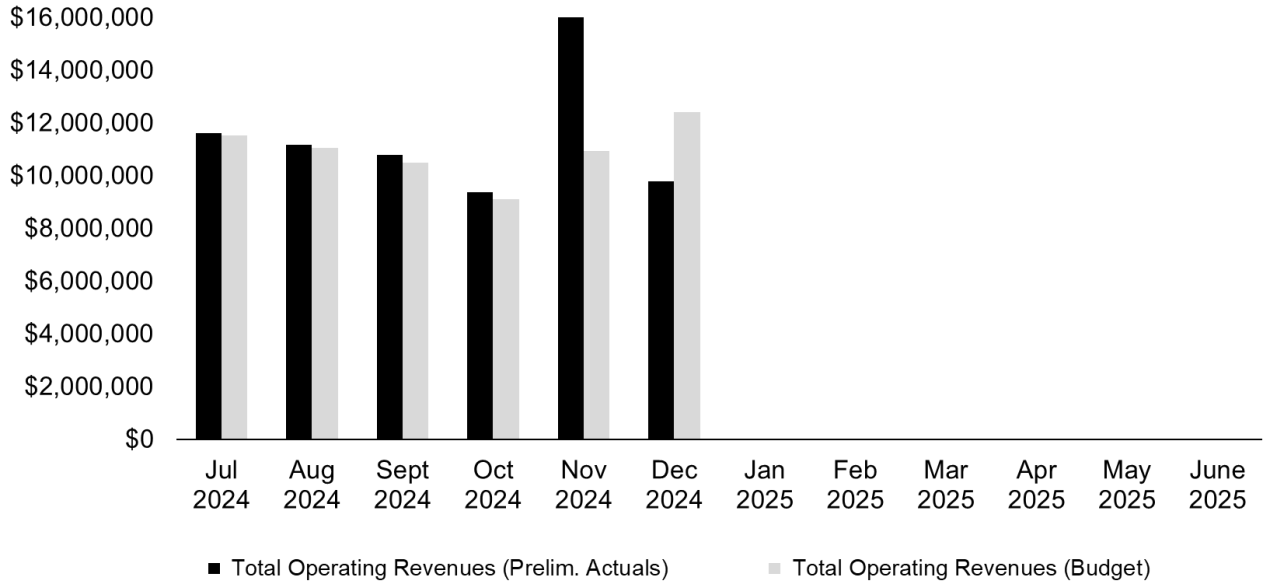
December 2024 Operating Revenue by Category:

	December 2024	Fiscal Year To Date	Approved FY 2025 Budget	% Budget To Date
Passenger Revenues (Budget)	580,410	3,735,880	7,419,325	50%
Passenger Revenues (Actuals)	624,316	4,193,863		57%
Other Operating Revenues (Budget)	399,530	2,385,590	4,762,955	50%
Other Operating Revenues (Actuals)	377,533	2,329,210		49%
Local Funds (Budget)	9,500,000	57,500,000	77,365,900	74%
Local Funds (Actuals)	6,272,000	59,240,907		77%
State Funds (Budget)	-	-	5,394,000	-
State Funds (Actuals)	-	-		-
Federal Funds (Budget)	-	-	26,457,279	-
Federal Funds (Actuals)	141,246	842,993		3%
Federal COVID-19 Funds (Budget)	1,947,500	1,947,500	6,597,591	30%
Federal COVID-19 Funds (Actuals)	2,364,466	2,364,466		36%
Total Operating Revenues (Budget)	12,427,440	65,568,970	127,997,050	51%
Total Operating Revenues (Actuals)	9,779,561	68,946,368		54%

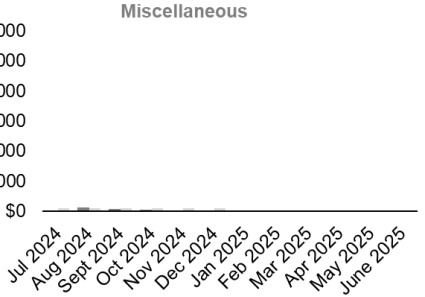
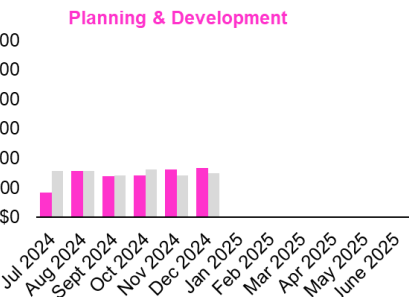
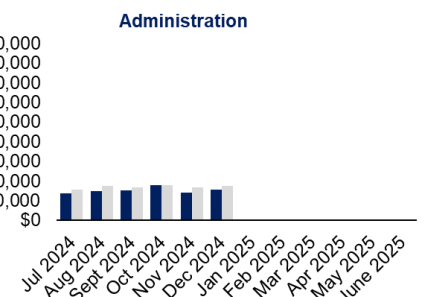
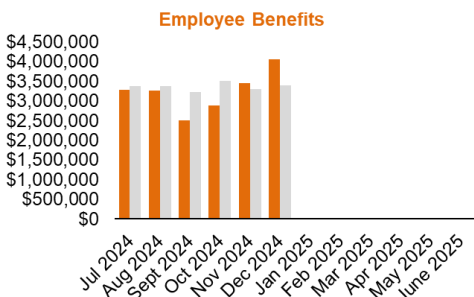
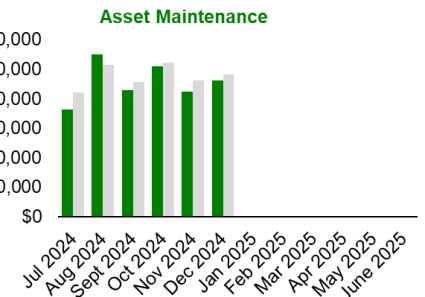
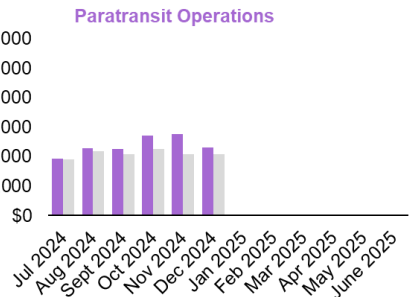
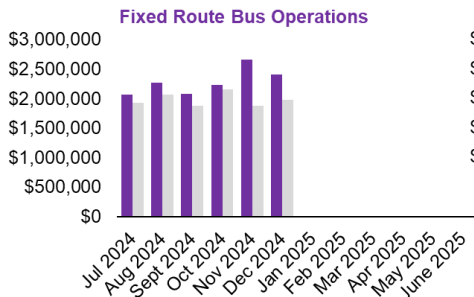
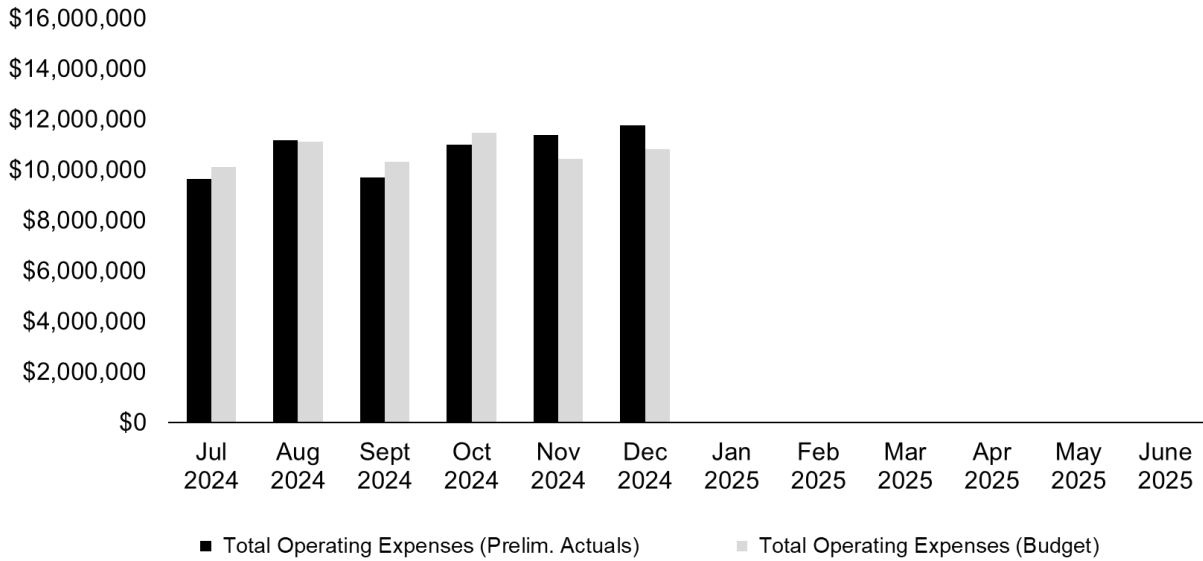
December 2024 Operating Expenses by Category:

	December 2024	Fiscal Year To Date	Approved FY 2025 Budget	% Budget To Date
Fixed Route Bus Operations (Budget)	1,972,888	11,881,288	23,625,790	50%
Fixed Route Bus Operations (Actuals)	2,403,377	13,701,681		58%
Paratransit Operations (Budget)	1,043,583	6,288,868	12,671,810	50%
Paratransit Operations (Actuals)	1,158,861	7,121,581		57%
Asset Maintenance (Budget)	2,413,747	14,291,062	28,608,930	50%
Asset Maintenance (Actuals)	2,301,318	13,676,838		48%
Employee Benefits (Budget)	3,399,890	20,192,520	39,786,760	51%
Employee Benefits (Actuals)	4,060,235	19,438,001		49%
Safety & Security (Budget)	867,821	5,083,726	10,161,070	50%
Safety & Security (Actuals)	773,503	4,638,269		46%
Administration (Budget)	874,081	5,085,226	10,160,810	49%
Administration (Actuals)	770,035	4,564,261		44%
Customer Communications (Budget)	168,606	1,025,756	2,030,120	51%
Customer Communications (Actuals)	222,530	1,115,312		55%
Planning & Development (Budget)	74,515	453,730	897,350	51%
Planning & Development (Actuals)	83,156	423,944		47%
Miscellaneous (Budget)	4,534	27,204	54,410	50%
Miscellaneous (Actuals)	54	12,201		22%
Total Operating Expenses (Budget)	10,819,665	64,329,380	127,997,050	50%
Total Operating Expenses (Actuals)	11,773,068	64,692,088		51%

Operating Revenue Monthly Comparisons FY 2025 Actuals vs Budget



Operating Expenditures Monthly Comparisons FY 2025 Actuals vs Budget



CURRENT STATUS:

Deputy CEO of Finance and Administration Amanda Vandegrift will be available to answer questions.

APPROVED:

Amanda Vandegrift

Deputy CEO of Finance and Administration

2/27/2025

Date

Nashville MTA
Statement of Operations Compared to Budget
For the Period Ending December 2024
UNAUDITED

	Month Actual	Month Budget	Month Var. [F/(U)]	Prior Y-T-D	Current Y-T-D	Budget Y-T-D	Y-T-D Var. [F/(U)]	Annual Budget
Revenue From Operations								
Passenger Fares	589,661	546,230	43,431	3,330,008	3,920,436	3,460,600	459,836	6,885,000
WeGo Access Revenue	34,655	42,720	(8,065)	286,178	273,427	327,340	(53,913)	637,640
Contract Revenue	260,891	255,475	5,416	1,454,123	1,565,980	1,538,120	27,860	3,070,940
Community Impact Partnership Revenue	-	14,880	(14,880)	191,811	-	90,700	(90,700)	180,000
Other Non-Transportation Revenue	116,642	120,635	(3,993)	741,595	763,231	704,720	58,511	1,408,700
Total Operating Revenue	1,001,849	979,940	21,909	6,003,715	6,523,073	6,121,480	401,593	12,182,280
Federal/State/Local Income								
Local Operating Assistance	6,272,000	9,500,000	(3,228,000)	48,500,000	59,240,907	57,500,000	1,740,907	77,365,900
State Operating Assistance	-	-	-	5,340,300	-	-	-	5,394,000
CMAQ Operating Revenues	-	-	-	-	-	-	-	-
Mobility Mgmt / CHSTP Admin Time	13,837	-	13,837	-	13,837	-	13,837	-
CARES Act Operating Reimbursement	2,364,466	1,947,500	416,966	51,709	2,364,466	1,947,500	416,966	6,597,591
American Rescue Plan Op Reimbursement	-	-	-	-	-	-	-	-
Total Assistance Income	8,650,303	11,447,500	(2,797,197)	53,892,009	61,619,211	59,447,500	2,171,711	89,357,491
Capital Income								
Capital Operating Reimbursement	127,409	-	127,409	71,625	829,155	-	829,155	22,957,279
Capital ADA Reimbursement	-	-	-	-	-	-	-	3,500,000
Total Capital Income	127,409	-	127,409	71,625	829,155	-	829,155	26,457,279
Total Revenue	9,779,561	12,427,440	(2,647,879)	59,967,349	68,971,440	65,568,980	3,402,460	127,997,050
Labor & Fringes	8,307,493	7,695,560	(611,933)	40,334,055	45,248,569	45,886,390	637,821	91,052,070
Services	1,717,222	1,428,210	(289,012)	6,985,896	10,112,892	8,385,690	(1,727,202)	16,832,390
Fuel & Lubricants	443,759	564,060	(120,301)	3,160,605	3,071,904	3,438,010	366,106	6,795,660
Parts, Materials & Supplies	495,577	638,730	(143,153)	3,396,943	3,047,198	3,761,980	714,782	7,568,890
Utilities	124,207	142,310	(18,103)	641,587	652,394	752,540	100,146	1,538,660
Casualty & Liabilities	301,573	281,860	(19,713)	1,559,965	1,823,093	1,691,160	(131,933)	3,382,340
Other Miscellaneous Expenses	83,236	68,935	(14,301)	302,612	436,037	413,610	(22,427)	827,040
Total Expenses	11,473,068	10,819,665	(653,403)	56,381,664	64,392,088	64,329,380	(62,708)	127,997,050
Surplus/(Deficit) before GASB 33	(1,693,507)	1,607,775	(3,301,282)	3,585,686	4,579,352	1,239,600	3,339,752	-
CARES Act Capital Reimbursement	1,246	-	1,246	340,341	150,731	-	150,731	-
Capital Asset Purchases	2,178,184	-	2,178,184	7,742,715	11,130,141	-	11,130,141	-
Amortized Rental Revenue	49,167	-	49,167	295,002	295,002	-	295,002	-
GASB 75 OPEB	-	-	-	-	-	-	-	-
Interest Exp - Cap Lease	(20,819)	-	(20,819)	(123,308)	(124,631)	-	(124,631)	-
(Loss)Gain on Sales	4,754	-	4,754	27,636	9,866	-	9,866	-
Amortization Exp	(8,409)	-	(8,409)	(50,455)	(50,455)	-	(50,455)	-
Depreciation net of Sub-Recip	(2,132,177)	-	(2,132,177)	(11,159,064)	(12,880,431)	-	(12,880,431)	-
Surplus / (DEFICIT)	(1,621,560)	1,607,775	(3,229,335)	658,553	3,109,575	1,239,600	1,869,975	-

Metropolitan Transit Authority
Summary Comparative Balance Sheet
For the Period Ending December 2024
Unaudited

	This Month December	Fiscal YE 2024 June
ASSETS		
CURRENT ASSETS		
Cash and Equivalents	6,343,277	6,459,272
Receivables from Federal, State, and Local Gov't	771,623	4,984,588
Accounts Receivable	2,266,767	2,173,701
Material and Supplies	5,947,668	4,814,116
Prepaid Expenses and Other	3,505,722	1,538,215
Pension and OPEB Deferred Outflow	32,868,326	32,868,326
TOTAL CURRENT ASSETS	51,703,383	52,838,218
PROPERTY AND EQUIPMENT		
Land	14,733,025	14,733,025
Buildings, Shelters, and Benches	139,932,410	138,578,250
Revenue Equipment and Parts	227,860,610	222,852,650
Office Furniture and Equipment	7,133,592	7,055,969
Work in Progress	9,508,362	5,364,715
	399,167,999	388,584,609
Less Accum Depreciation and Amortization	(215,338,163)	(203,317,072)
TOTAL PROPERTY AND EQUIPMENT, NET	183,829,836	185,267,537
OTHER ASSETS		
Cash and Restricted Investments for Self Ins	350,000	350,003
Metropolis Lease Receivable LT	-	-
North Nashville Property (Lease)	7,063,765	7,063,765
TOTAL OTHER ASSETS	7,413,765	7,413,768
TOTAL ASSETS	242,946,984	245,519,523
LIABILITIES		
CURRENT LIABILITIES		
Accounts Payable	3,273,168	4,894,741
Accrued Expenses	7,675,488	8,939,025
Deferred Revenue	461,140	581,952
Notes Payable	-	2,400,000
TOTAL CURRENT LIABILITIES	11,409,796	16,815,718
NON-CURRENT LIABILITIES		
Long Term Deferred Rent Revenue	4,722,435	5,017,437
North Nashville Property Lease Liability - LT	7,049,599	7,049,599
Net Pension Liability	19,723,621	19,723,621
Pension and OPEB Deferred Inflows	14,909,897	14,909,897
Metropolis Lease Deferred Inflow of Resources	5,114,043	5,114,043
GASB 45 OPEB Liability	82,185,503	82,185,503
NON-CURRENT LIABILITIES	133,705,098	134,000,100
NET ASSETS		
Invested in Capital Assets	179,107,401	100,682,034
Unrestricted	(84,384,886)	(20,295,870)
Current Year Surplus(Deficit)	3,109,575	14,317,541
TOTAL NET ASSETS	97,832,090	94,703,705
TOTAL LIABILITIES AND NET ASSETS	242,946,984	245,519,523

	Current	> 30 days	> 60 Days	> 90 days	Total
Accounts Receivables	\$2,183,643	\$21,326	\$28,822	\$32,976	\$2,266,767
	96.3%	0.9%	1.3%	1.5%	100%
Accounts Payable	\$3,247,044	\$3,072	\$22,346	\$706	\$3,273,168
	99.2%	0.1%	0.7%	0.0%	100%

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Information Item Committee Discussion Item Committee Action Item Board Discussion Item

Item Number:	M-I-25-007	Meeting Date:	2/27/2025
Item Title:	Monthly Operating Statistics		

BACKGROUND:

Attached are monthly operating statistics through December 2024.

Ridership was up slightly year-over-year compared to December 2023, but passengers per revenue hour was down nearly 10%. While this may seem odd at first, it is because we have added many new services over the last year. Though riders are responding to the new service, especially the added connections in North Nashville, it can take one to two years before ridership levels fully 'mature' following significant service increases and new route additions.

Though the dashboard statistics group all demand-responsive ridership under the Access services umbrella, we also monitor these programs (WeGo Access, Access on Demand, and WeGo Link) individually. We have seen approximately a 6% decrease in Access ridership with a corresponding increase in Access on Demand ridership, largely due to more customers opting to use Uber since they were added to the program in July of 2024. This shift in ridership helps ensure we continue to deliver reliable service for all customers by freeing up capacity on our vehicles as well as those of our third-party providers. The WeGo Link program (first-mile & last-mile connection services) has also seen some impressive growth over the last year, with nearly a 5x increase in the utilization of the service compared to December 2023.

CURRENT STATUS:

Chief Operating Officer Andy Burke will be available to answer specific questions regarding the monthly operating statistics.

APPROVED:



Chief Operating Officer

2/27/2025

Date

Operations Dashboard Report

	December 2024	December 2023	Pct. Change	Goal	Indicator
Ridership					
Bus Ridership	677,417	663,954	2.0%		
Access Ridership	32,311	29,743	8.6%		
Total Ridership	709,728	693,697	2.3%	780,000	▲
Productivity & Efficiency					
Bus Passengers per Revenue Hour	13.66	14.85	-8.0%	15.40	◆
Access Passengers per Revenue Hour	1.49	1.58	-5.8%	1.60	▲
Cost Per Scheduled Revenue Hour	\$187.85	\$148.37	26.6%	\$155.47	◆
Safety					
Total Collisions per 100,000 miles	5.6	4.9	14.3%	4.0	◆
Preventable Collisions per 100,000 miles	3.4	2.2	54.5%	2.2	◆
Service Quality					
Bus Trip Completion	99.80%	99.88%	-0.09%	99.75%	●
Bus On-Time Performance	83.3%	86.5%	-3.1%	85.0%	▲
Access On-Time Performance	91.9%	92.0%	-0.1%	93.0%	▲
Maintenance					
Bus Miles Between Road Calls	24,264	6,512	272.6%	6,500	●
Access Miles Between Road Calls	62,922	16,817	274.2%	20,000	●
Customer Care					
Bus Passengers per Complaint	3,404	3,458	-1.6%	3,000	●
Access Passengers per Complaint	751	338	122.3%	350	●
Percent of Calls Answered	88.6%	87.8%	0.8%	92.0%	▲
Staffing					
% of Operator Positions Filled	91.0%	97.7%	-6.7%	92.0%	▲
% of Maintenance Positions Filled	85.0%	83.7%	1.3%	92.0%	▲
Customer Amenities					
% of Stops with Shelters (including Central)	21.1%	19.4%	1.7%	20.0%	●
% of Boardings at Covered Stops (including Central)	76.6%	72.4%	4.1%	74.0%	●

● Exceeding Goal ▲ Within 10% of Goal ◆ More than 10% off Goal

Operations Dashboard Report

	FY2025 December 2024	FY2024 December 2023	Pct. Change	Goal	Indicator
Ridership					
Bus Ridership	4,519,994	4,214,854	7.2%		
Access Ridership	201,966	191,620	5.4%		
Total Ridership	4,721,960	4,406,474	7.2%	4,680,000	●
Productivity & Efficiency					
Bus Passengers per Revenue Hour	15.21	16.03	-5.1%	15.40	▲
Access Passengers per Revenue Hour	1.58	1.67	-5.7%	1.60	▲
Cost Per Scheduled Revenue Hour	\$167.99	\$152.78	10.0%	\$155.47	▲
Safety					
Total Collisions per 100,000 miles	5.6	5.2	7.6%	4.0	◆
Preventable Collisions per 100,000 miles	3.1	2.6	18.3%	2.2	◆
Service Quality					
Bus Trip Completion	99.67%	99.84%	-0.17%	99.75%	▲
Bus On-Time Performance	81.9%	83.2%	-1.3%	85.0%	▲
Access On-Time Performance	91.5%	92.8%	-1.3%	93.0%	▲
Maintenance					
Bus Miles Between Road Calls	10,603	6,385	66.1%	6,500	●
Access Miles Between Road Calls	29,325	22,342	31.3%	20,000	●
Customer Care					
Bus Passengers per Complaint	3,019	2,917	3.5%	3,000	●
Access Passengers per Complaint	457	304	50.2%	350	●
Percent of Calls Answered	88.3%	85.2%	3.1%	92.0%	▲
Staffing					
% of Operator Positions Filled	91.2%	96.6%	-5.4%	92.0%	▲
% of Maintenance Positions Filled	85.7%	86.9%	-1.2%	92.0%	▲
Customer Amenities					
% of Stops with Shelters (including Central)	19.7%	19.4%	0.2%	20.0%	▲
% of Boardings at Covered Stops (including Central)	75.0%	72.4%	2.6%	74.0%	●

● Exceeding Goal ▲ Within 10% of Goal ◆ More than 10% off Goal

Operations Dashboard Glossary

Metric	Definition
Ridership	
Bus	Total fixed route passenger boardings on all WeGo operated services
Access	Total paratransit boardings (WeGo vehicles and third-party service providers, and Access-on Demand ridership)
Total	Total Bus & Access ridership combined
Percentage of Pre-Pandemic Ridership	Total ridership for the current period divided by total ridership for the same period in Fiscal Year 2019
Productivity & Efficiency	
Bus Passengers per Revenue Hour	Total fixed route passenger boardings divided by total scheduled fixed route revenue vehicle hours. Revenue vehicle hours is the time (in hours) when the bus is providing service to the general public
Access Passengers per Revenue Hour	Total fixed route passenger boardings divided by total scheduled fixed route revenue vehicle hours. Revenue vehicle hours is the time (in hours) when the bus is providing service to the general public
Total Cost Per Scheduled Revenue Hour of Service	Total fully allocated cost to deliver service divided by the total scheduled revenue hours. Revenue vehicle hours is the time (in hours) when the bus is providing service to the general public
Safety	
Miles Between Total Collisions	Total number of Collisions divided by total number of revenue miles multiplied by 100,000. An Collision is defined as any time the vehicle makes contact with something other than the road resulting in any damage and/or injuries
Miles Between Preventable Collisions	Total number of Collisions determined to be preventable divided by total number of revenue miles multiplied by 100,000. A preventable Collision is defined as an Collision in which the Operator did not do everything reasonably possible to avoid the collision
Service Quality	
Bus Trip Completion Percentage	Percentage of one-way fixed route revenue trips completed versus scheduled. Includes partial missed trips
Bus On-Time Performance	Percentage of total scheduled fixed route timepoint departures occurring between 59 seconds early and 5 minutes 59 seconds late as recorded by the Automated Vehicle Location (AVL) system. Arrivals are used for on-time performance calculations for the last stop of the trip, with early arrivals at end of line considered as on-time
Access On-Time Performance	Percentage of total scheduled paratransit trips, not including Access-on-Demand or WeGo Link, where vehicle arrives no later than 59 seconds outside of the scheduled pick-up window

Operations Dashboard Glossary

Metric	Definition
Maintenance	
Bus Miles Between Road Calls	Any mechanical or system failure of any nature (excluding accidents) occurring on an MTA-operated vehicle in fixed route revenue service that causes the vehicle to be removed from service.
Access Miles Between Road Calls	Any mechanical or system failure of any nature (excluding accidents) occurring on an MTA-operated vehicle in paratransit (Access) revenue service that causes the vehicle to be removed from service.
Customer Care	
Bus Passengers Carried per Complaint	Total fixed route passengers divided by total fixed route customer complaints.
Access Passengers Carried per Complaint	Total paratransit (WeGo and third-party service providers) passengers divided by total paratransit customer complaints.
Percent of Calls Answered	Percentage of calls received that were answered. Unanswered calls are calls that are lost for any reason once in the customer call phone queue.
Staffing	
% of Operator Positions Filled	Total WeGo Operators available divided by total number of operator positions budgeted for service. Part-time Access operators are not included
% of Maintenance Positions Filled	Total WeGo Maintenance positions available divided by total number of maintenance positions budgeted for service. All maintenance and cleaning positions for vehicles and facilities are included
Customer Amenities	
% of Stops with Shelters (including Central)	The total number of stops with shelters divided by total number of stops WeGo operates.
% of Sheltered Boardings (including Central)	The total number of riders who boarded with a shelter (including WeGo Central boardings) divided by the total number of riders for the time period.

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

List of Upcoming Procurement Projects

Meeting Date: 2/27/2025

Item #: M-I-23-008

Project Name: On-Call Comprehensive Strategic Planning and Organizational Support

- **Brief Description:** A Request for Proposal (RFP) is being issued to solicit consulting firms to provide DTO, MTA and RTA with strategic planning and organizational development assistance.
- **Anticipated Publish Date:** February 2025
- **Estimated Project Value:** TBD

Project Name: Banking Services

- **Brief Description:** Banking Services for Nashville MTA, DTO, RTA
- **Anticipated Publish Date:** February 2025
- **Estimated Individual Contract Value:** TBD

Project Name: Executive Recruiting Services (DTO)

- **Brief Description:** Contract to provide recruitment services for upcoming Management and Executive Level positions.
- **Anticipated Publish Date:** February 2025
- **Estimated Individual Contract Value:** TBD

Project Name: Annual Auditing Services (RTA)

- **Brief Description:** A Request for Proposal (RFP) will be issued seeking a contract to provide the RTA Financial Auditing Services. The current contract is set to expire on June 21, 2025.
- **Anticipated Publish Date:** March 2025
- **Estimated Project Value:** TBD

Project Name: Central Horseshoe Safety Improvement Project

- **Brief Description:** WeGo is seeking qualified contractors to make improvements to operator and pedestrian safety at Central.
- **Anticipated Publish Date:** March 2025
- **Estimated Project Value:** TBD

Project Name: Nestor Roof Repairs

- **Brief Description:** Repairs covered under FEMA
- **Anticipated Publish Date:** March 2025
- **Estimated Project Value:** TBD

Project Name: Nestor Maintenance Bays

- **Brief Description:** Expansion of maintenance bays to improve service.
- **Anticipated Publish Date:** March 2025
- **Estimated Project Value:** TBD

Project Name: Nestor Riverbank Slope Failure

- **Brief Description:** This project addresses a significant slope failure and safety issue along the riverbank that aligns to the employee parking lot.
- **Anticipated Publish Date:** March 2025
- **Estimated Project Value:** TBD

Project Name: Murfreesboro Pike All Access Corridor

- **Brief Description:** A Request for Qualifications (RFQ) is being issued to solicit consulting firms to provide DTO, MTA, and RTA with the Murfreesboro Pike All-Access Corridor implementation strategy.
- **Anticipated Publish Date:** March 2025
- **Estimated Project Value:** TBD

CURRENT STATUS:

Pursuant to earlier Board discussions, staff will provide a rolling list of upcoming procurements to the Board on a monthly basis. Staff requests members make them aware of any potentially interested suppliers for planned procurement activity.

Unless there are questions from staff, no discussion is planned at the meeting. This material is provided for information only.



APPROVED:



Chief of Staff & Administration

2/27/2025

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

Item Number:	M-A-25-006	Meeting Date:	2/27/2025
Item Title:	Forty Foot (40') Transit Bus Purchase		

BACKGROUND:

In August 2023, the board approved a 5-year contract with Gillig LLC for the acquisition of 40' clean diesel transit buses. Concurrent with MTA's efforts to operate within our Capital Fleet Plan for 40' buses, staff requests approval to purchase twelve (12) clean diesel 40' coaches from this contract. These buses will be expansion buses to support service increases associated with the Choose How You Move program approved by Davidson County voters in November 2024.

Authorization of this purchase will be consistent with the agency's efforts to execute a more balanced schedule for capital spending and fleet replacement. Considering the lead time for the production schedule, staff anticipates delivery dates for these twelve (12) buses in Q2 of FY2026. Based on current supply chain issues in the transit bus industry, this is an accelerated schedule provided by a gap in Gillig's production schedule, which allows for an earlier delivery than would normally be the case. You may recall that we awarded a contract to New Flyer Industries (NFI) in November 2024 for twenty-five (25) articulated buses, and we do not anticipate delivery of that order to begin until sometime in 2027, as current backlogs for the manufacturers are running more than 24 months. WeGo's third-party inspector, Transit Resources (AmeriTran), has conducted the required Pre-Award Audit to validate that the overall bus components comply with federal requirements for a minimum of 70% American Built Content and final assembly requirements, proving compliance with Buy America requirements. When bus production is completed, AmeriTran will perform a post-delivery inspection and confirm Buy American content requirements are met.

A funding request for this project was submitted to the Mayor's Office under the Choose How You Move Transit Improvement Program. This request was approved as part of the highest priority capital project in the first package of Choose How You Move expenditures that will be submitted to the Metropolitan Council later this year. As there is no formal funding agreement in place, there is a small risk of the Council not approving the item. However, staff perceives this risk to be negligible, where the benefits of accelerated delivery significantly outweigh the risk. There would be no anticipated disruptions in cash flow as buses are paid for upon delivery. In the highly unlikely event that this expansion bus funding agreement was not complete by the time of delivery in early 2026, alternative funding would be identified in coordination with the Metropolitan Government of Nashville and Davidson County from previously approved Capital Spending Plan funds.

RECOMMENDATION:

Staff recommends that the Board provide the Chief Executive Officer authority to approve and execute a contract for the purchase of twelve (12) 40' clean diesel buses from Gillig Corporation for vehicles used in fixed route service. The requested contract authorization is for a not-to-exceed price of \$666,483.00 per bus plus an additional \$12,000 per bus for tools and training. (\$678,483.00). The total not-to-exceed purchase authorization for this acquisition is \$8,141,796. This acquisition will use funding from the Choose How You Move Program.

APPROVED:

2/27/2025

Board Secretary

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

Item Number:	M-A-25-007	Meeting Date:	02/27/2025
Item Title:	Safety Plan Amendments		

BACKGROUND:

Under the Federal Transit Administration’s (FTA) Public Transportation Agency Safety Plan (PTASP) Final Rule, this agency is required to update its Agency Safety Plan, which implements our Safety Management System yearly. The plan must include safety performance targets that will be voluntarily shared with the Metropolitan Planning Organization (MPO) and the local Department of Transportation. This year’s projected performance targets are:

Safety Performance Targets as Reported to the National Transit Database (NTD)							
The targets listed below are based on reviews of MTA dba WeGo Public Transit’s safety performance data for the previous five years.							
Mode of Transit Service	Fatalities (total)	Fatalities (per 100 thousand VRM)	Injuries (total)	Injuries (per 100 thousand VRM)	Safety Events (total)	Safety Events (per 100 thousand VRM)	System Reliability (VRM / failures)
Fixed Route Bus	0	0	38	.52	34	.47	6,800
Demand Response Bus	0	0	10	.58	10	.58	20,000
Demand Response Taxi	0	0	0	0	0	0	0

These targets were formulated and agreed upon by Union and management members who are part of the joint labor-management Safety Committee after viewing last year’s data, normalizing it, and making data-driven projections as to how the agency will perform against the previous year’s actual performance.

The joint labor-management Safety Committee has approved this updated safety plan that includes the updated Bipartisan Infrastructure Law requirements. The Agency Safety Plan sets a framework to support and complement the existing approach to public transportation safety, identifies deficiencies, and promotes improvements in transit safety performance. The plan sets a proactive approach to safety risk management that is outcome-focused and emphasizes an overall improved safety culture and copies can be made available upon request. Once Board approval is given, the entire plan will be posted on the Agency website for public inspection.

RECOMMENDATION:

Staff requests the Board give the Chief Executive Officer the authority to execute the Agency Safety Plan to comply with FTA’s Public Transportation Agency Safety Plan Final Rule and the updated Bipartisan Infrastructure Law requirements.

APPROVED:

2/27/2025

Board Secretary

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Information Item Committee Discussion Item Committee Action Item Board Discussion

Item Number:	OF-D-25-002	Meeting Date:	2/27/2025
Item Title:	Quarterly Route Performance Report		

BACKGROUND:

The Quarterly Route Performance Report for October, November, and December 2024 is provided on the following pages. Ridership on MTA services was down about 2% from the preceding quarter, in part due to the holidays and normal seasonal variations and was 6% higher than last year's second-quarter ridership.

Around half of the growth in ridership was attributable to continued ridership increases on routes that had service improvements and restructuring associated with the North Nashville Transit Center opening. We also saw strong ridership growth on Routes 4 Shelby and 56 Gallatin Pike. With improved service to Titans games this year, ridership on these routes on game days was approximately 30% higher than a typical Sunday this quarter.

Staff have identified a data issue that is affecting the validity of on-time performance reporting starting in October 2024. While we believe the system-wide on-time performance statistics are reasonably close to accurate, the data cannot be used on the route level to assess on-time performance or on-time performance trends accurately. We are working with the software vendor to resolve this problem.

Metropolitan Nashville Public Schools (MNPS) students, teachers, and staff represent around eight percent of WeGo's system ridership. These rides are taken through the StrIDe program, which allows all MNPS teachers, staff, and high school students to ride WeGo buses for free with their school identification cards. Middle school students who attend an out-of-zone school are also eligible to participate with parental permission. The program is designed to improve student access to education, jobs, and the community, and trips are not restricted to school-related activities. MNPS pays WeGo for student and staff ridership on a per-tap basis.

MNPS students took over 700,000 trips on WeGo services in 2024, and MNPS staff took an additional 14,600 trips. Around 3,400 students ride on a typical school day, with ridership concentrated primarily around school bell times. WeGo operates extra buses (or "trippers") on several routes to accommodate passenger loads at school bell times. These trippers must comply with Federal Transit Administration regulations restricting public transit agencies from providing traditional school bus service. Because of the number of students, WeGo also deploys extra supervision and security around school transfer times.

Student ridership has been slower to rebound to pre-pandemic levels than other MTA ridership, but use of the StrIDe program grew about 15% from 2023 to 2024.

CURRENT STATUS:

Scheduling & Service Planning Manager Katie Freudberg will review this report at the committee meeting and will specifically focus on our partnership with Metro Nashville Public Schools.

APPROVED:



Scheduling & Service Planning Manager

2/27/2025

Date



QUARTERLY ROUTE PERFORMANCE INDICATOR REPORT - OCTOBER THROUGH DECEMBER 2024

Route	Ridership		Revenue Hours		Productivity			On-Time Performance		
	Ridership	Ridership Change	Revenue Hrs	Rev Hrs Change	Pax/Hr	Pax/Trip	Pax/Trip Change	OTP	OTP Change	
Frequent Service										
3 - West End	152,095	0.9%	11,084	0.6%	13.7	0.3%	11.5	0.4%	80.01%	-2.96%
4 - Shelby	65,533	9.5%	4,209	0.3%	15.6	9.1%	8.4	9.0%	86.23%	-2.98%
7 - Hillsboro	115,667	4.9%	7,074	0.5%	16.4	4.3%	11.1	4.1%	83.84%	-5.19%
22 - Bordeaux	92,946	-1.8%	5,739	-5.6%	16.2	4.1%	6.1	-25.1%	90.55%	1.59%
23 - Dickerson	171,513	-0.6%	9,245	0.5%	18.6	-1.1%	12.9	-1.2%	86.60%	-3.74%
50 - Charlotte Pike	167,584	4.2%	8,470	0.3%	19.8	3.8%	14.8	3.7%	81.59%	-3.83%
52 - Nolensville Pike	214,288	-0.6%	13,239	0.8%	16.2	-1.3%	15.6	-1.3%	78.12%	-3.43%
55 - Murfreesboro Pike	357,303	-1.0%	16,049	0.7%	22.3	-1.8%	22.3	-1.9%	72.46%	-6.63%
56 - Gallatin Pike	305,716	7.4%	14,064	0.6%	21.7	6.8%	19.8	6.6%	79.10%	-4.04%
Total	1,642,645	2.0%	89,174	0.2%	18.4	1.8%	14.1	-1.8%	80.66%	-3.65%
Local Service										
6 - Lebanon Pike	55,423	4.2%	4,811	0.9%	11.5	3.3%	11.7	3.8%	80.11%	-1.76%
8 - 8th Avenue South	67,872	4.4%	3,780	0.3%	18.0	4.0%	11.1	3.9%	79.37%	-6.80%
9 - Metrocenter	22,192	2.6%	2,221	55.2%	10.0	-33.9%	4.9	-16.4%	92.79%	-0.57%
14 - Whites Creek	40,832	94.0%	5,021	149.8%	8.1	-22.3%	6.8	29.7%	84.64%	-1.77%
17 - 12th Avenue South	41,987	7.2%	3,635	0.7%	11.6	6.5%	6.8	6.5%	79.96%	-9.08%
18 - Airport/Elm Hill	45,031	12.2%	2,897	3.2%	15.5	8.7%	10.7	11.0%	77.34%	-3.16%
19 - Herman	60,898	2.6%	4,358	0.4%	14.0	2.2%	9.3	2.2%	87.09%	-4.56%
28 - Meridian	11,251	-35.5%	1,980	0.6%	5.7	-35.9%	2.8	-35.8%	90.35%	-1.70%
29 - Jefferson	40,785	-3.8%	3,359	0.2%	12.1	-3.9%	5.6	-4.4%	82.07%	-9.72%
34 - Opry Mills - Music Valley	28,732	16.8%	1,536	0.0%	18.7	16.8%	9.2	16.6%	70.99%	-16.35%
41 - Golden Valley	9,353	147.6%	860	166.7%	10.9	-7.2%	5.2	-13.0%	81.90%	0.48%
42 - St.Cecilia - Cumberland	33,034	39.1%	2,467	24.9%	13.4	11.4%	6.6	16.6%	89.83%	-0.82%
Total	457,390	11.1%	36,925	15.8%	12.4	-4.0%	7.7	1.8%	83.38%	-4.54%
Connector Service										
70 - Bellevue	3,967	40.5%	788	1.6%	5.0	38.3%	2.6	38.1%	79.49%	-11.94%
71 - Trinity	16,237	N/A	2,581	N/A	6.3	N/A	2.9	N/A	84.84%	N/A
75 - Midtown	23,349	238.5%	5,519	140.3%	4.2	40.9%	3.2	46.9%	84.80%	4.08%
76 - Madison	24,062	7.6%	1,666	0.1%	14.4	7.5%	9.0	6.7%	84.36%	-0.58%
77 - Thompson - Wedgewood	35,565	81.0%	6,971	57.7%	5.1	14.8%	7.0	21.3%	80.51%	1.10%
79 - Skyline	13,917	-2.1%	1,812	1.4%	7.7	-3.4%	3.4	-3.4%	83.29%	-0.37%
WeGo Link	3,570	460.4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	120,657	81.2%	19,337	76.7%	6.2	2.6%	4.6	1.8%	82.78%	0.74%



QUARTERLY ROUTE PERFORMANCE INDICATOR REPORT - OCTOBER THROUGH DECEMBER 2024

Route	Ridership		Revenue Hours		Productivity			On-Time Performance		
	Ridership	Ridership Change	Revenue Hrs	Rev Hrs Change	Pax/Hr	Pax/Trip	Pax/Trip Change	OTP	OTP Change	
Regional Bus Service										
64 - Star Downtown Shuttle	2,722	108.1%	158	1.6%	17.2	104.9%	5.3	104.9%	81.70%	-1.11%
84 - Murfreesboro Express	7,000	-5.6%	2,228	1.2%	3.1	-6.7%	4.7	-6.0%	73.56%	-9.32%
86 - Smyrna - LaVergne	1,887	-36.3%	549	8.5%	3.4	-41.3%	4.2	-37.7%	63.24%	-4.34%
87 - Gallatin - Hendersonville	5,615	21.8%	590	0.0%	9.5	21.8%	11.1	21.8%	82.07%	-16.78%
88 - Dickson	1,642	21.1%	295	0.0%	5.6	21.1%	6.5	21.1%	94.57%	-5.43%
89 - Springfield - Joelton	1,445	-1.4%	350	0.0%	4.1	-1.4%	5.7	-1.4%	93.12%	-4.58%
93 - Star West End Shuttle	7,898	7.4%	251	0.4%	31.5	7.0%	20.5	6.0%	81.03%	-0.91%
94 - Clarksville	5,878	6.3%	687	0.8%	8.6	5.5%	9.3	6.3%	87.68%	26.45%
95 - Spring Hill - Franklin	4,837	-4.4%	712	0.0%	6.8	-4.4%	9.6	-4.4%	98.01%	-1.80%
Total	38,924	5.0%	5,820	1.3%	6.7	3.6%	7.8	4.4%	77.10%	-4.62%

Regional Rail Service

90 - WeGo Star Commuter Rail	30,960	31.6%	719	0.0%	43.0	31.6%	41.0	31.6%	98.96%	0.02%
Total	30,960	31.6%	719	0.0%	43.0	31.6%	41.0	31.6%	98.96%	0.02%
System Total	2,290,576	6.6%	151,975	9.9%	15.1	-3.0%	11.0	-4.1%	81.65%	-3.30%

Totals by Service Family (Agency)

Service Family (Agency)	Ridership		Revenue Hours		Productivity			On-Time Performance		
	Ridership	Ridership Change	Revenue Hrs	Rev Hrs Change	Pax/Hr	Pax/Trip	Pax/Trip Change	OTP	OTP Change	
Local (MTA)	2,220,692	6.3%	145,436	10.3%	15.3	-3.6%	11.0	-4.6%	81.70%	-3.29%
Regional (RTA)	69,884	15.3%	6,539	1.2%	10.7	14.0%	12.2	14.7%	78.37%	-4.35%
System Total	2,290,576	6.6%	151,975	9.9%	15.1	-3.0%	11.0	-4.1%	81.65%	-3.30%

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

Item Number:	M-A-25-008	Meeting Date:	2/27/2025
Item Title:	WeGo Link Pilot Zones Title VI Analysis		

BACKGROUND:

WeGo Link service started in the fall of 2021 as a partnership with Uber and Mobility Solutions to help address first/last mile connectivity to fixed route service. This mobility-on-demand approach was recommended by the nMotion Strategic Service Plan to service lower-demand areas in a more cost-effective way. The development of these zones allows for improved connections to fixed-route transit service, especially in areas where access is limited due to the amount of distance to the main road and where the lack of proper pedestrian infrastructure makes walking conditions difficult and unsafe.

The service started as one pilot zone in the Antioch area and has exponentially expanded to 16 zones throughout Davidson County, connecting to 23 WeGo Routes and the WeGo Star. In July of 2024, three additional WeGo Link zones were implemented as pilots based on public requests:

- **Opry Mills** – Connections to routes 6 Lebanon Pike, 34 Opry Mills, and WeGo Star
- **Adventure Science Center** – Connections to routes 8 8th Avenue South, 52 Nolensville, 75 Midtown, and 77 Thompson/Wedgewood
- **Bell Road** – Connections to routes 6 Lebanon Pike, 18 Airport, 55 Murfreesboro Pike, and WeGo Star

The pilot zones have generated over 400 trips since last summer and are expected to see continued growth in the future. Before these zones can be officially added on a permanent basis, a Title VI Equity Analysis needs to be performed to determine if the proposed changes will have a disproportionate impact on low-income riders or minority populations. The specific details on the Title VI Equity Analysis are outlined below:

NEW WEGO LINK ZONES EQUITY ANALYSIS

The Federal Transit Administration (FTA) requires transit agencies to demonstrate consideration, awareness, and approval of Title VI equity analysis for any major service or fare changes. The Major Service Changes thresholds that require Title VI review are:

1. Any change in service of 25 percent or more of the number of a transit route's revenue service miles computed on a daily basis of the day of the week for which the change is made.
2. A new transit route is established or eliminated.
3. Emergency service changes that meet either of these definitions and have been in effect for over one year.

Proposed service changes are compared to current service levels in order to evaluate any potential adverse effects to minority or low-income communities in the service area. With service improvements, this means that the benefits of the service cannot disproportionately benefit non-minority or non-low-income populations. Based on the WeGo Title VI Policy and consistent with Federal law, adverse effects of changes are borne disproportionately by minority populations when the impacts to minority populations are more than 20% greater than impacts to non-minority populations. Similarly, adverse effects of changes are borne disproportionately by low-income populations

when the impacts on low-income populations are more than 20% greater than the impacts on non-low-income populations.

WEGO LINK CHANGES

The changes identified include developing three new WeGo Link zones in the Opry Mills, Adventure Science Center, and Bell Road areas.

Using the Transit Boardings Estimation & Simulation Tool (TBEST), staff evaluated the impacts of the changes on minority and low-income populations in comparison to non-minority and non-low-income populations. For the WeGo Link expansion, staff reviewed the population served by the proposed zone. It looked at the presence of low-income and minority populations within the zones in relation to the entire service area of Davidson County.

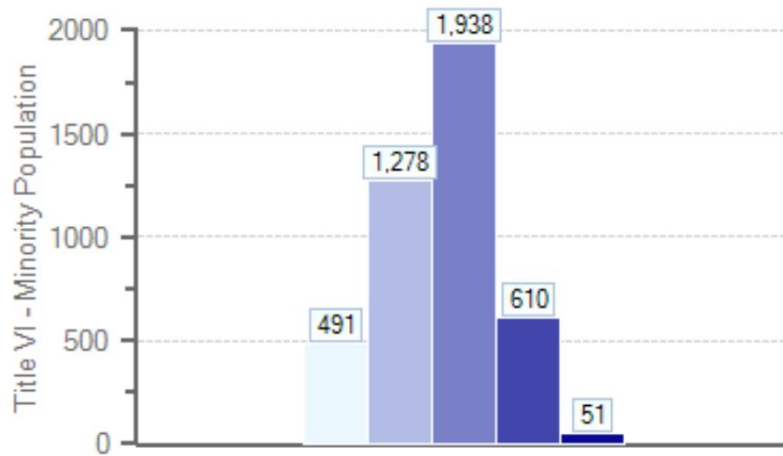
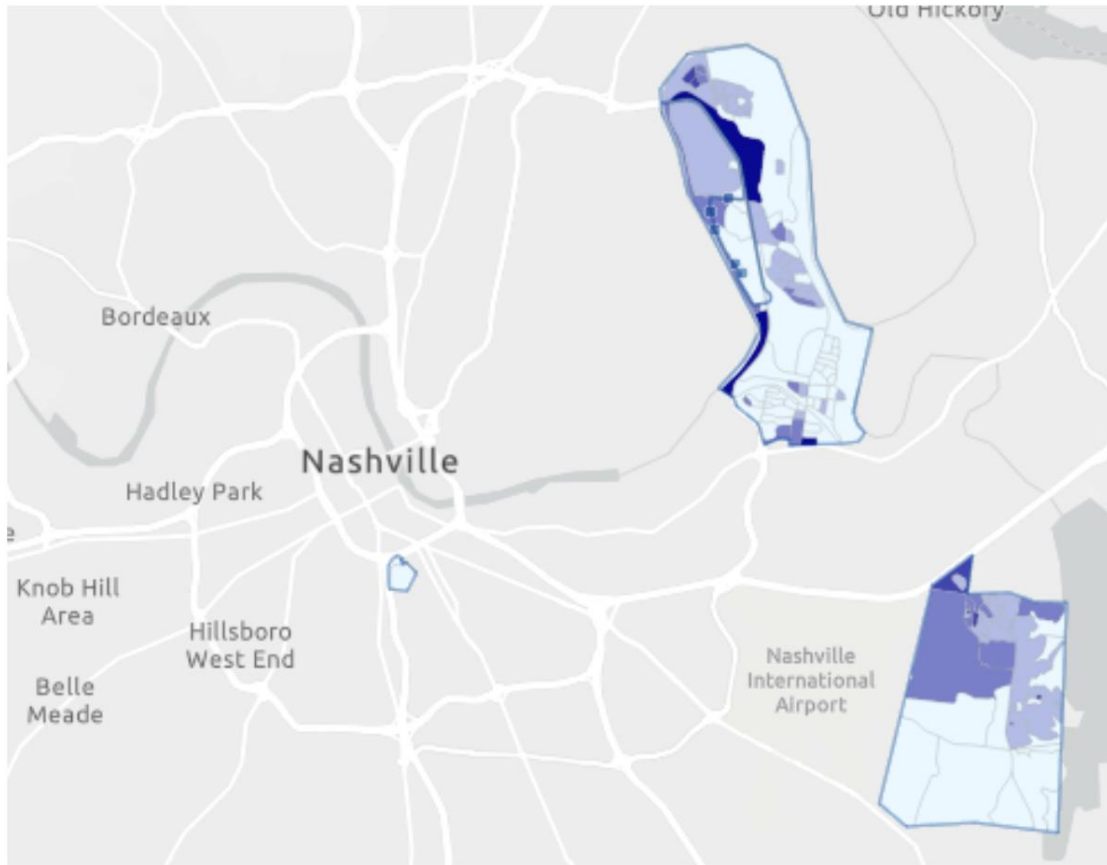
When reviewing the proposed WeGo Link Expansion, staff found that the distribution of minority and low-income populations across the three new zones (Shown on the table as Total New Zones) is below the percentage of minority and low-income populations than that of Davidson County. This is mainly because our existing WeGo Link Zones already cover the highest minority and low-income percentage areas. Furthermore, the Adventure Science Center Zone adds hardly any residential area to our analysis, bringing the total percentage down.

WeGo Link Zone	% Minority	% Low Income
Adventure Science Center	8.3%	0%
Bell Road	38.7%	12.4%
Opry Mills	22.5%	14.8%
Total New Zones	30.7%	13.6%
Davidson County	42.5%	18.6%
<i>Disparate Impact/ Disproportionate Burden</i>	0.1%	-0.4%

The role of the WeGo Link service is to serve areas where fixed-route service may not be appropriate or effective. Many parts of the county that have higher proportions of low-income and minority populations already have good access to fixed-route service and existing WeGo Link service. Even in areas with a lower presence of minority or low-income populations, WeGo Link provides the ability to access employment opportunities, community services, and other resources that would otherwise be inaccessible by transit. These are destinations that are beneficial to serve, and with WeGo Link, they can be accessed by residents in other portions of the county.

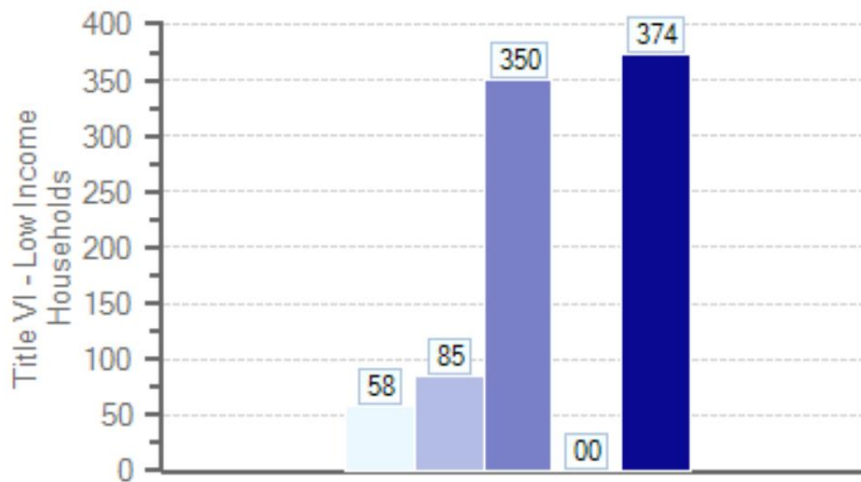
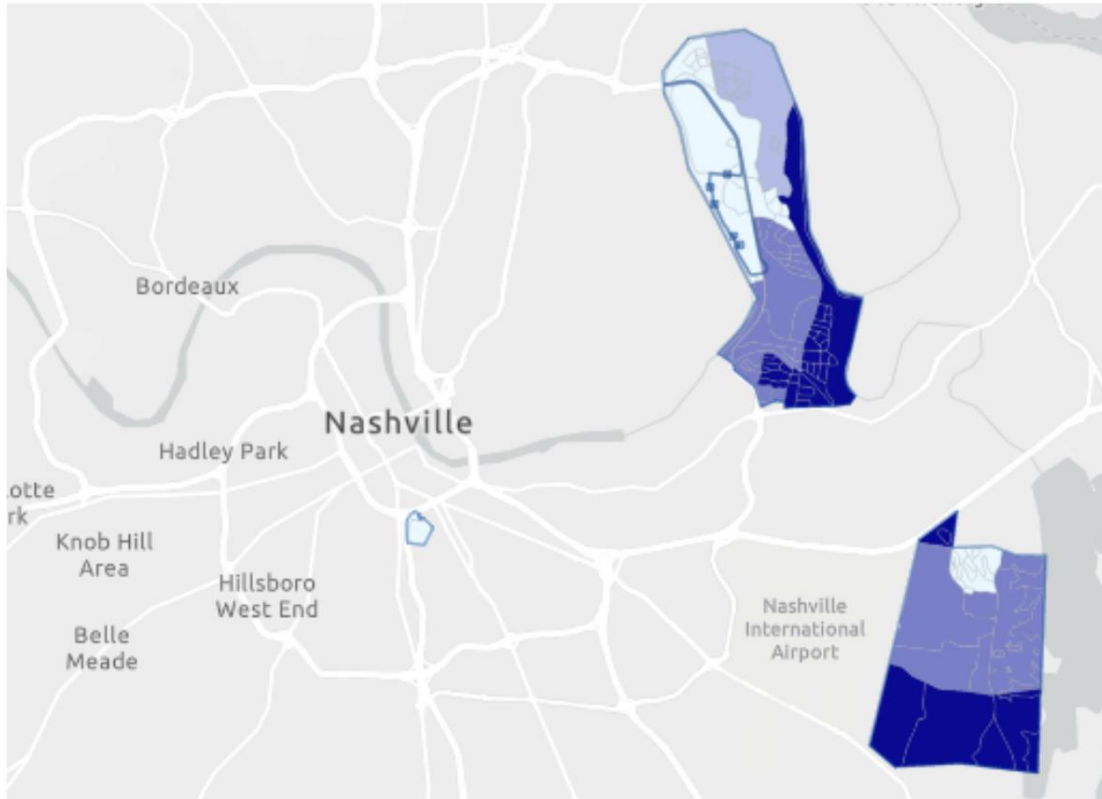
After running a comparative analysis on our WeGo Link Zones before and after the pilot additions, staff found that the distribution of Minority Population across all zones went down by 0.1%, and the distribution of low-income Households increased by 0.4%. This indicates that the overall percentage change with the WeGo Link zones for these groups is extremely low and well within the established 20% threshold. The parameters establish that only a change of 20% or more for both these factors constitutes a disparate impact. Based on the analysis, staff have concluded that there is no disparate impact or disproportionate burden as part of this service proposal.

Minority Population Distribution



Minority Population Distribution	Population	% Market Area
0.0 - 20.0%	491	11.24%
20.0 - 40.0%	1,278	29.25%
40.0 - 60.0%	1,938	44.36%
60.0 - 80.0%	610	13.96%
80.0 - 100.0%	51	1.17%
Market Area Total	4,369	30.7%

Low Income Households Distribution



Low Income Households Distribution	Households	% Market Area
0.0 - 5.4%	58	6.69%
5.4 - 10.8%	85	9.80%
10.8 - 16.2%	350	40.37%
16.2 - 21.6%	0	0.00%
21.6 - 27.0%	374	43.14%
Market Area Total	867	13.6%

RECOMMENDATION:

Based on the Title VI Analysis presented, staff requests approval by the Board of Directors to make the Opry Mills, Adventure Science Center, and Bell Road WeGo Link Zones permanent.

APPROVED:

Board Secretary

2/27/2025

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Discussion Item

Item Number:	NICE-D-25-002	Meeting Date:	2/27/2025
Item Title:	Security Assessment Overview and Findings		

BACKGROUND:

In August 2023, the Agency entered a contract with Marine Tiger Technologies to conduct a comprehensive security system assessment. The scope of this assessment included a thorough review of the agency's security procedures, staffing, operations, communications, and technology. The objective was to develop a strategic and actionable plan aimed at enhancing the overall security framework, improving both the customer and employee experience, and fostering stronger coordination with supportive service agencies. The selection of Marine Tiger Technologies as the consultant and coordination of their work activities was undertaken in close collaboration with the Metro Nashville Police Department.

ASSESSMENT SCOPE AND OBJECTIVES:

Marine Tiger's evaluation focused on:

- A risk assessment using international standards based on our system, facilities, and exposures to various security risks
- Identifying strengths and areas for improvement within existing security operations
- Assessing communication systems and protocols for both routine operations and emergency response
- Evaluating the integration of security technologies to enhance real-time monitoring and incident response
- Develop strategies to improve coordination with supportive service agencies that can help customers in need
- Recommending enhancements that align with industry best practices and emerging security trends
- An assessment of staffing levels for contracted security and policing functions

CURRENT STATUS:

Michael Steinle from Marine Tiger will present the key findings and recommendations derived from the assessment, and he will be available to answer questions. His presentation will provide insight into:

- Proposed improvements to operational procedures, staffing patterns, and communication strategies
- Recommended technological advancements to strengthen security measures
- Strategies to enhance collaboration with external agencies to assist customers in crisis situations better

APPROVED:



Chief Safety and Security Officer

2/27/2025

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

Item Number:	M-A-25-009	Meeting Date:	2/27/2025
Item Title:	Contracted Security Contract Award		

BACKGROUND:

Marine Tiger Technologies recently completed an assessment of WeGo Public Transit's Security Systems. Their findings and recommendations were reported to the MTA Board of Directors in the previous agenda item. Among other assessments they performed, they analyzed our existing contracted security coverage against current and emerging best practices in the public transportation industry. As reported by Marine Tiger, while WeGo Public Transit's historic security coverage has been adequate for our past operations, it will not be adequate to support the growth and changing nature of our city and our transit system. With respect to our major facilities and bus operations, Marine Tiger benchmarked us against similar operations based on ridership activity, size of facilities, and other relevant metrics. This information was included in a solicitation for a new Security Services contract to take the place of our existing contract with Allied Universal Security Services. The contract with Allied had been extended to allow time for Marine Tiger Technologies to complete its assessment.

A Request for Proposal was published on August 14, 2024. Eight (8) responsive proposals were received, and evaluation took place through the Fall of 2024. In addition to WeGo Public Transit staff, representatives from the Metro Nashville Police Department participated in the evaluation process. From the original eight (8) proposals, three (3) were short-listed and invited to participate in a detailed interview process. These included Archangel Protective Services Inc., Walden Inc., and Inter-Con Inc. Based on the set evaluation criteria (as outlined in the solicitation), Archangel was ultimately determined to have the highest-rated proposal.

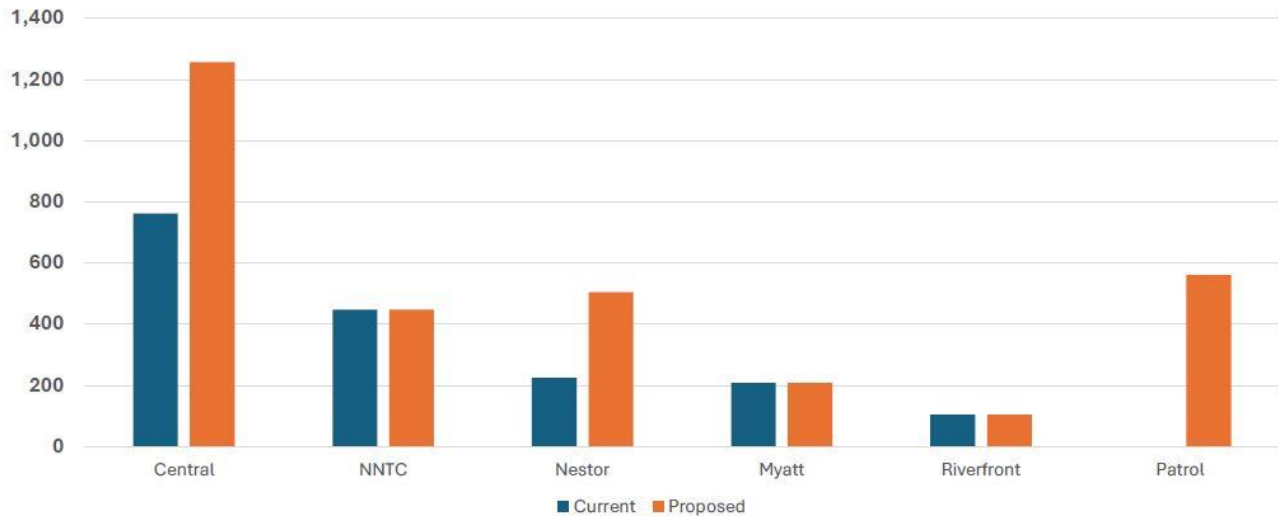
Cost proposals submitted by Archangel provided the following structural options: (1) baseline coverage – current coverage levels with similar staffing to the incumbent provider; (2) expanded coverage – expanded coverage in line with increased coverage as recommended by Marine Tiger Technologies; and (3) a change in the type of coverage under the first two options from unarmed security officers to armed (licensed) security officers. Currently, neither staff nor Marine Tiger Technologies recommend the deployment of armed officers. WeGo Public Transit's pending operating budget request with the Metropolitan Government of Nashville and Davidson County is seeking additional funding to engage the contracted security firm with the expanded coverage as recommended by Marine Tiger Technologies.

Cost proposals submitted by Archangel Protective Services were for 3 years with an optional 2-year extension. If approved, Archangel would assume security responsibilities on April 1, 2025. Based on current staffing levels, the year 1 annual amount of this contract would be \$2,645,116.80 (within our current budget for contracted security services when factoring in the fact that the MNPD Secondary Employment contract has been consistently under budget). This baseline contract would increase to \$2,723,185.44 in year 2 and \$2,803,868.64 in year 3.

Beyond the baseline amount, Marine Tiger Technologies is recommending approximately a 2/3 increase in overall coverage. This would include significant increases in coverage at The Elizabeth Duff Transit Center at WeGo Central, the Nestor Bus Operations Facility, and the creation of a mobile security unit that would combine an on-board security presence on our buses, as well as mobile security units. Comparison of current and proposed coverages is as follows:

Contracted Security Coverage Comparison

Weekly Hours of Security Coverage – Current Contract v. Proposed Contract



WeGo Public Transit has submitted an investment budget proposal to the Metropolitan Government of Nashville Davidson County as part of our FY2025-26 Operating Budget request, as well as a project charter proposal under the Choose How You Move Transportation Improvement Program. If funded, the additional coverage would increase the annual value of the Archangel contract in year 1 from \$2,645,116.80 annually to \$4,568,365.44 annually in year 1.

Per their proposal, Archangel Protective Services shall furnish WeGo Public Transit with a security service consisting of properly trained Tennessee-licensed security officers. These officers are required to maintain a level of training on a yearly basis to adapt and maintain current security measures and techniques, including training in behavioral conduct associated with the type of work they are performing, as well as de-escalation training and self-defense techniques. These officers will enforce the WeGo Public Transit’s Code of Conduct and any other policies and procedures that the WeGo Public Transit’s Security Manager deems necessary to maintain a safe and secure environment on all WeGo Public Transit properties

Based on an analysis of the local business market for these types of services, no Disadvantage Business Enterprise goal was established for this project. The contract term will be for an initial three (3) year period, plus two (2) optional one (1) year terms to be exercised at the Board’s discretion.

RECOMMENDATION:

Staff recommends that the Board provide the Chief Executive Officer authority to sign into an agreement with Archangel Protective Services to provide security services for all WeGo Public Transit operations and properties at a not to exceed cost of \$8,172,170.88 for baseline services and \$14,112,905.28 for expanded services if funding can be made available beginning in the FY2025-2026 Metro Budget process. The contract period will be from April 1, 2025, through March 31, 2028. Two (2) additional one (1) year options are available to be presented to the Board prior to the initial contract expiration date in 2028.

APPROVED:

Board Secretary

2/27/2025

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

Item Number:	M-A-25-010	Meeting Date:	2/27/2025
Item Title:	Amendment to Existing Security Contract		

BACKGROUND:

In November 2023, the board approved an extension to Allied Universal Security's contract for an additional 18 months at a cost of \$1,936,272 to allow Marine Tiger to conduct their system security assessment prior to us issuing a new competitive solicitation for security services, based on the recommendations of Marine Tiger. At the time, the estimated amount required to complete the 18-month extension was incorrectly calculated based on 12-months. As a result, staff is requesting an increase in the not to exceed amount for this contract in the amount of \$540,000 to cover the additional 6 months to allow for a smooth transition in security contractors.

RECOMMENDATION:

Staff recommends that the Board provide the Chief Executive Officer with the authority to increase the not to exceed amount for our existing contract with Allied Universal Security by \$540,000 to cover the remaining costs of security services from Allied Universal Security until this contract can be transitioned over to Archangel Security.

APPROVED:

Board Secretary

2/27/2025

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Information Item Committee Discussion Item Committee Action Item Board Discussion Item

Item Number:	NICE-D-25-003	Meeting Date:	2/27/2025
Item Title:	MTA Reserve Fund Policy Discussion		

BACKGROUND:

MTA currently does not have a reserve that could be used to fund unanticipated revenue reductions or uncontrollable cost increases. Nashville's voter approved the Choose How You Move Transit Improvement Program (TIP), which included significant Year 1 funding for a new MTA reserve fund. The program assumed that a new reserve fund would be created by MTA in 2025 and funded by the new 0.5% sales surcharge, which began revenue collections at the beginning on this month on February 1, 2025. The program assumed that this proposed reserve fund would hold a minimum of 30% of MTA's annual operating budget each year, which equates to an estimated \$47.2 million in fiscal year (FY) 2026.

At the request of the Board, Management completed a review of several national transit agency reserve policies, which we believe validates the approach put forward in the Choose How You Move Program. Many agencies across the country use various reserves, including operating reserves, emergency reserves, debt reserves, working capital reserves, capital reserves, and expansion reserves. These reserves are designed in various ways that are unique to each agency, with a variety of methods for calculating appropriate reserve funding levels. The Choose How You Move approach of calculating a percentage or number of months of annual operating expenses is the most common method used by the national examples reviewed. This aligns closely with the reserve fund policies used in Denver, San Antonio, California, and Texas.

Several benefits related to reserve funds were identified in the national reserve policy examples:

- Maintain adequate cash reserves, which is a best practice published by the Government Finance Officers Association (GFOA)
- Avoids service disruptions related to unexpected, temporary revenue shortfalls or unanticipated expenditures
- Allows for better resource management on a daily and monthly basis
- Increase agency competitiveness for federal grants

Based on this national review, we have prepared the attached draft reserve fund policy for discussion. We recommend establishing a board reserve policy prior to creating the reserve account and transferring initial funds in late spring or summer of this year.

CURRENT STATUS:

Deputy CEO of Finance and Administration Amanda Vandegrift will provide background, peer examples, and recommendations. She will be available to answer questions.

APPROVED:



Deputy CEO of Finance and Administration

2/27/2025

Date

Reserve Fund Policy of the Metropolitan Transit Authority

1.0 Purpose

MTA desires to maintain a prudent level of financial resources to provide adequate resources to fulfill the agency's mission and avoid disruption of services to our community. This Reserve Fund Policy ("Policy") establishes fiscal reserve guidelines that align with best practices published by the Government Finance Officers Association (GFOA) and will improve the MTA's ability to compete for and receive federal discretionary grant opportunities.

This Policy defines reserve funds, establishes minimum fund levels, clearly describes authorization for reserve use, and outlines requirements for replenishing funds in the event of their use and/or as targets increase. This Policy does not govern the pension funds of DTO employees or any trusted funds or escrowed funds administered in accordance with separate escrow agreements or ordinances.

2.0 Annual Reserve Fund Request Subject to Board Approval

This Policy provides that staff will submit an annual reserve fund request, subject to the minimum Threshold set forth in section 4.0, to the Board annually for review during the MTA's operating budget process. The Board shall approve the amount of the annual reserve fund request to be included in the MTA's operating budget request to the Metropolitan Government of Nashville and Davidson County. Funding shall be provided through the Transit Improvement Program (TIP) 0.5% sales tax surcharge, approved by voters on November 5, 2024.

3.0 Authorized Uses and Replenishment Plan

Reserves may be used to address unusual, unanticipated, and unforeseen expenditures or unanticipated/unexpected revenue declines, but only after all other reserves or budgeted contingencies are exhausted. Reserves are to be used to solve temporary shortfalls for either operational or capital funding purposes, allowing management time to implement new strategies to restore the financial deficiencies. Reserves are not to be used to cover a long-term or permanent income shortfall. Reserves may also be used to generate investment income in accordance with MTA's Investment Policy, currently approved by the Board on February 27, 2014, and any subsequent amendments thereto. Any investment income generated by the reserves or surplus revenues that is more than the Threshold may be used to offset future budget requests to the Metropolitan Government of Nashville and Davidson County.

If there is a need to use reserves as specified herein, such use of the reserves shall be approved by the Board, and a replenishment plan, shall be presented by MTA's financial officer or designee at the time of the request for use of the reserve funds, and if not feasible, a timeline shall be given to the Board by which there will be a presentation to the Board for approval of the replenishment plan. The replenishment plan shall include, as soon as practical, how to fully restore the fund balance to the amount intended at the end of the fiscal period.

4.0 Minimum Threshold for Reserve Fund and Separate Reserve Account

The Board authorizes, at a minimum, a threshold for the reserve fund of thirty percent (30%) of the estimated annual operating budget (“Threshold”). All reserve funds received shall be maintained in a separate reserve account for the purposes set forth in this Policy.

Reserve	Purpose	Minimum Reserve Threshold
Reserve Fund	Provide contingencies for unusual, unanticipated, and unforeseen expenditures or unanticipated/unexpected revenue declines, but only after all other fund balances, reserves, or budgeted contingencies are exhausted.	Minimum of 30% of Operating Expenses

5.0 Provision for Changes to Reserve Fund Policy

This Policy may be amended or exceptions made to this Policy only with Board approval. Any such amendment or exception to this Policy shall include justification, effective dates of implementation, whether the change is temporary or permanent, and current and long-term financial impact.

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Information Item Committee Discussion Item Committee Action Item Board Discussion Item

Item Number:	NICE-D-25-004	Meeting Date:	2/27/2025
Item Title:	FY2025-26 Operating Budget Request Submission		

BACKGROUND:

On February 7, 2025, WeGo Public Transit submitted MTA's FY2025-26 baseline and investment operating budget requests as part of Metro's annual call for operating budget submissions. Like prior years, the submission followed the "Baseline/Investment" format, where (1) MTA submitted a baseline or "status quo" budget that assumed we carry forward the same activities of the current fiscal year and (2) MTA submitted investment requests for new and/or expanded initiatives that further Metro Nashville's overall goals and objectives. This submission was a landmark moment for WeGo Public Transit and the Nashville region, as it was our first submission for dedicated transit funding through the Choose How You Move Transit Improvement Program.

We requested \$88.8 million in baseline operating funding for MTA, which was approximately \$11.4 million over FY2024-25 levels, including the following increases:

- \$4.0 million to reconstitute MTA for the funding cut taken from our FY2024-25 request for services initiated in FY2023-24 for the opening of the Dr. Earnest Rip Patton Jr. North Nashville Transit Center
- \$5.0 million related to inflationary cost growth
- \$2.4 million to offset revenue impacts from our successful customer-focused programs, including WeGo Ride, StrIDe, Historically Black Colleges and Universities (HBCU), Adverse Weather Card, Connector Card, Community Impact Partnerships

We also requested a total of \$77.7 million in Choose How You Move investment requests, with \$47.2 million for a new MTA reserve fund, \$10.5 million to reduce MTA's reliance on federal 5307 funds for eligible operating expenditures (Preventative Maintenance and ADA), and \$20 million for the following expansion initiatives:

- \$7.8 million for Direct Service Expansion, including partial-year funding for fixed route improvements (expand Sunday service span, improve mid-day frequency, and improve evening frequency) and full-year funding for Access on Demand Expansion (add Saturday and Sunday service, expand span to match Access), WeGo Link Expansion (add three new zones), and the low-income fare program.
- \$6.3 million for System Safety & Security, including increased contracted security coverage, the development of a security plan, planning for a future transit policing unit, facility cleaning and maintenance, a new Transit Ambassador Program, and additional funding for the Metro Nashville Police Department.
- \$4.5 million for Service Quality & Reliability, including critical front-loaded investments in recruitment, training, retention, and operations support to meet existing service needs better and achieve the bold vision put forward in Choose How You Move.
- \$1.4 million for Capital Program Delivery Readiness, including key project management resources needed to deliver the capital components of Choose How You Move.

As discussed at the January Board meeting, a supplemental request for a portion of the FY2024-25 Choose How You Move revenues may be advanced by Metro over the next few months. If all milestones are met, including Council approval, funding from this supplemental could become available as early as April of this year. If this occurs, MTA could accelerate an estimated \$2.5 million in Choose How You Move initiatives for certain security enhancements, recruitment and retention initiatives, Access on Demand expansion, additional WeGo Link

zones, and the low-income fare program. The supplemental may also include partial funding of the reserve fund and/or the federal capital reliance requests, which would then reduce the \$77.7 million request by the supplemental funding amount appropriated for those two-line items.

With the filing of the mayor's budget at the end of April and Council deliberations through May, we will continue to gain more insight into any potential FY2024-25 supplemental, the FY2025-26 baseline and investment requests, and our anticipated Metro appropriations. We will continue to have additional discussions with the Board as we move closer to the adoption of the FY2025-26 budget in June.

CURRENT STATUS:

The full Metro operating budget submission, including the required Budget Equity tool, is attached for your information. Deputy CEO of Finance and Administration Amanda Vandegrift will provide a brief presentation on the budget request submissions and answer any questions.

APPROVED:

Amanda Vandegrift

Deputy CEO of Finance and Administration

2/27/2025

Date



FY2025-2026

**Submission to Metro Nashville
Office of Diversity, Equity, and Inclusion
Budget Equity Tool
February 7th, 2025**

Question 1

Provide a brief programmatic overview of the fiscal year 2026 budget modifications and overall strategic goals.

WeGo Public Transit stands ready to continue supporting Mayor Freddie O’Connell and Director Jenneen Reed in collaboratively working with our partners to improve how Nashville moves, works, and grows. This fiscal year (FY) 2025-26 operating budget submission is a landmark moment for WeGo Public Transit and the Nashville region, as it is our first submission that includes dedicated transit funding. This past November, Nashville voters overwhelmingly approved Mayor O’Connell’s Choose How You Move transit improvement program, which included an ambitious plan to nearly double transit service over a 15-year period. To meet this bold service plan and maintain service quality and reliability throughout our system, we are proposing several critical front-loaded investments in recruiting, training, and retention. Successful implementation of Choose How You Move also relies on significant investments in system safety and security that align with anticipated population and system growth. Finally, we are taking the time in this first year to reevaluate our historical budgeting approaches to set a solid foundation for successful program implementation. At a minimum, this requires baseline funding for continuity of service, including increases related to inflation, fare program impacts, and prior year service requests that had previously been funded using the last of our federal COVID-19 relief funds. This also requires us to intentionally shift away from our historical use of federal formula funds in our operating budget so that we can preserve these limited resources for critical state of good repair capital investments that are needed for our core system. As Director Reed noted, these foundational measures are even more important as we move into expansion mode during a time of national and global uncertainty.

Metro Nashville’s continued financial support of WeGo Public Transit perfectly aligns with all three of Mayor O’Connell’s investment priorities. Continued support of our baseline budget coupled with the new dedicated transit funding provided through Choose How You Move will directly improve how Nashville moves by advancing a safer multimodal transit system that benefits all Nashvillians. Continued support of WeGo Public Transit also improves how Nashville works by prioritizing a best-in-class customer service experience for all users of Nashville’s transportation network while supporting the increased collaboration and coordination that will be required with our Metro partners to deliver Choose How You Move. Our baseline and investment budget requests will enhance how Nashville grows by readying our transportation system to meet anticipated growth, improve access, and provide for continued public and stakeholder input into our proposed services and how they should benefit our community. More broadly, WeGo Public

Transit’s budget impacts every core Metro service that is needed to transform the way Nashville moves, works, and grows in the coming years and beyond. Our mission also advances broader policy objectives in the areas of sustainability, affordable housing, and neighborhoods. Programmed service improvements and planned neighborhood transit center projects included in Choose How You Move will expand access to economic opportunity and a multitude of housing options for Nashvillians in almost all neighborhoods – regardless of whether they have access to an automobile.

WeGo Public Transit is currently partnering with the Nashville Department of Transportation and Multimodal Infrastructure (NDOT) and the Metro Nashville Planning Department (Metro Planning) to complete a comprehensive strategic plan to guide the development of Metro Nashville’s transportation system over the next 25 years. This will be an update to the award-winning nMotion Strategic Service Plan, which was adopted in 2016 at the only joint meeting of the Metropolitan Transit Authority (MTA) and Regional Transportation Authority (RTA) boards in the history of these organizations. nMotion was our region’s first consolidated transit service plan, covering the 10 counties of Middle Tennessee surrounding Davidson County. We continue to successfully undertake service and project initiatives included in its recommendations, but it is nearly a decade old and needs to be updated to reflect Nashville’s current and future needs. This new plan is being developed in close collaboration with NDOT and Metro Planning and it will include an update to Access 2040, the Major and Collector Street Plan, and WeGo Public Transit’s long-range transit plan with the goals of ensuring opportunity for all, expanding accessibility, creating economic prosperity, and fostering strong neighborhoods.

Question 2

Provide a brief description of any budget modifications that will specifically advance equitable outcomes for residents or have a direct impact on socially vulnerable populations.

(Include how your department plans to administer the program or budget item, what are the staffing and resource needs, and if applicable, how programs with a Metro-wide impact will ensure inclusivity and accessibility.)

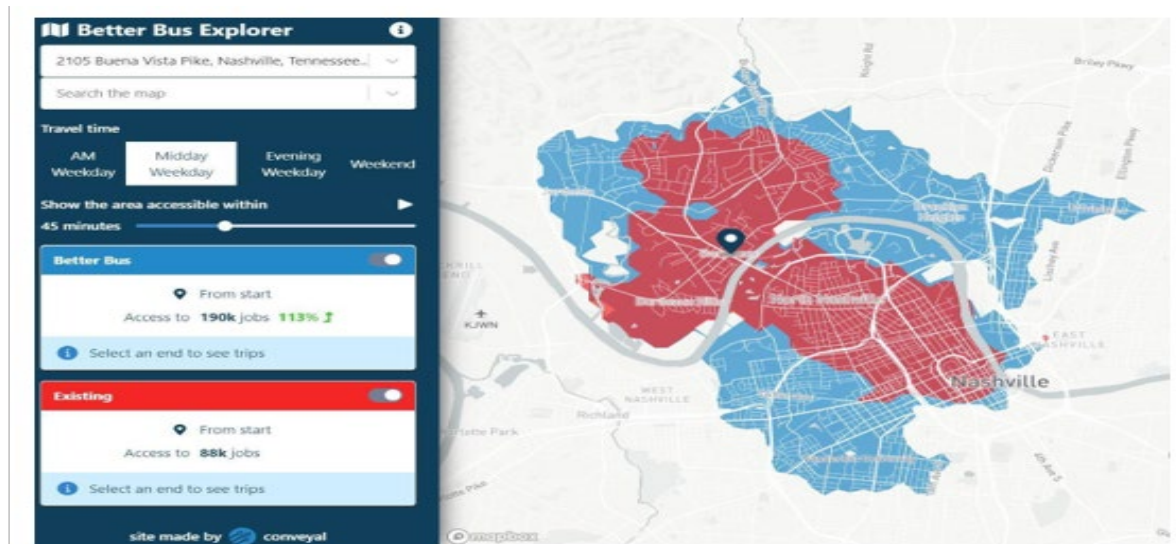
As a provider of a key community service, it is WeGo Public Transit’s goal to ensure that all of our programs are implemented through an equity lens. Safe, affordable, and accessible public transportation is fundamental to provide options that connect Nashvillians to jobs, education, food, medical care, recreation, and social opportunities. As a recipient of federal funding, we already comply with very specific federal equity requirements, including developing and maintaining an agency-wide Title VI Program and performing equity analyses for all transit service changes to ensure that there is no disparate impact or disproportionate burden on minority or low-income populations.

Our FY2025-26 budget request outlines several areas that will positively impact vulnerable populations that depend on our services. Our budget will help reduce disparities and improve equity in the following ways:

Continued Operation of Key Service Needs

WeGo Public Transit connects over 30,000 daily riders to jobs, school, doctors’ offices, shopping centers, and recreational activities. Continued support of our baseline budget will allow WeGo Public Transit to maintain continuity of our existing services while we begin to implement Choose How You Move service enhancements. In addition, WeGo Public Transit implemented service expansion in FY2023-24 related to the summer 2024 opening of the Dr. Earnest Rip Patton Jr. North Nashville Transit Center, with the new 71 Trinity Crosstown and enhanced frequency and expanded hours and days of operation on routes 9

Metro Center, 14 Whites Creek, 22 Bordeaux, 42 St. Cecilia-Cumberland, 75 Midtown, and 77 Thompson-Wedgewood. Our focus on transit centers to help decentralize the system offers opportunities for new connections outside of downtown and reduced travel time for riders while expanding travel options for accessing services. These are particularly important equity improvements since data shows that low-income and minority riders are less likely to be traveling to downtown and more likely to be traveling to neighborhoods outside of downtown. Maintaining these improvements reduces disparities in travel time and expand access for residents using transit. This is already having a positive impact on residents in neighborhoods such as North Nashville, Bordeaux, Haynes, and Whites Creek. The improvements allow riders to reach almost 65,000 jobs within a 30-minute ride from the transit center. The example below shows how many new places residents in Bordeaux can reach within one hour with service improvements along with the resulting improvement in access to jobs.



The equity impacts to the North Nashville community and beyond related to the opening of the transit center and restructuring of surrounding routes is thoroughly documented in the WeGo’s FY2024-2025 Budget Equity Tool submission including demographic and socioeconomic characteristics maps. As a result of these improvements, additional operating expenses were incurred with the opening of the new facility that expanded resource needs, including utilities, custodial and security services, and expanded operations supervision.

In planning and managing service changes, WeGo focuses on understanding the impacts of the changes on the ridership population to ensure an equitable approach to the implementation of improvements. Some of the tools used to ensure this equitable approach include:

- *Title VI Program*

As a recipient of federal funds and in accordance with Title VI of the Civil Right Act of 1964, we are committed to ensuring that no person is excluded from participation, denied the benefits of, or otherwise subjected to discrimination under any of its programs, activities, or services provided on the basis of race, color, or national origin.

WeGo Public Transit’s Title VI Program details how the agency complies with Title VI requirements including the establishment of specific system-wide service standards and system-wide service policies. In addition, a Major Service Change Policy, Disparate Impact Policy, Disproportionate Burden Policy, a Language Assistance Plan (LAP), and Public Participation Plan

are established. Key Components of the Title VI Program include how WeGo Public Transit: 1) Measures impacts to minority and low-income populations when making service and fare changes; 2) Engages minority populations in public outreach efforts, and 3) Takes reasonable steps to ensure meaningful access to individuals who are limited English proficient (LEP). For example, with every system service changes, all informational materials are available in English and Spanish. WeGo also has translation services available for anyone that requests the information in a different language. The Federal Transit Administration (FTA) requires transit agencies to develop a Title VI Program and update that program every three years and submit to the FTA for approval. WeGo Public Transit last updated its Title VI Plan in December 2022. A new updated of the plan is scheduled in 2025.

- *Public Participation Plan*

To better understand Nashville's low-income, minority, and LEP communities, WeGo Public Transit uses census data, as well as the most up to date five-year estimates from the American Community Survey to determine the demographic make-up of our service area. We also use geographic information system (GIS) mapping to identify the minority block group communities within our service area. By collecting this data, we can develop a comprehensive plan that will prevent any of our services from causing a disparate impact to those communities and ensure inclusivity in all engagement methods. Furthermore, ridership data provided through systemwide on-board surveys conducted every five years allows for targeted outreach as appropriate in public engagement. Demographic data are also collected on an optional basis for all outreach events. This data is collected to evaluate the reach of our audience and when considering any updates to the Public Participation Plan included in the Title VI Program.

- *On-Board Survey and Origin-Destination Survey Data*

WeGo Public Transit conducts a systemwide transit on-board survey every 5 years. The survey collects travel data from a sample of riders traveling on buses for all routes and includes origin and destinations, socio-economic and demographics, fare payment preferences, travel purposes, means for accessing and egressing the system, and time of travel among others. This data provides a critical understanding of the characteristics of our riders and their travel behaviors. This is important to help understand how and where riders will use the system. The socioeconomic and demographic information collected provides insight about the makeup of the ridership and is used to allocate resources in an equitable manner to ensure underserved populations are being served adequately. The on-board transit survey also includes an attitudinal component to help determine how passengers learn about routes and times, and to assess the reasons that individuals ride transit. It can also be used to explore amenities such as lighting at bus stops or cover for stops (shelters) which may mitigate rider concerns like personal security or shelter from the weather. This information helps prioritize new policies, services, or amenities, identifying areas with the highest need. Many of the service initiatives contained in WeGo Public Transit's Better Bus Plan and many of the projects in WeGo Public Transit's Capital Improvement Plan have directly resulted from this intense level of engagement. The on-board survey data along with Census data provide great sources of information that WeGo staff utilizes to evaluate current

service availability, amenity distribution, and outreach strategies to ensure equitable distribution of services and resources.

Restoration of Funding Previously Supported by Federal Funding

The Choose How You Move Program will provide significant capital funding for new projects and initiatives, but it notably does not include baseline capital state of good repair funding for the assets we already have. To provide a strong foundation for the Choose How You Move Program, the budget proposal recommends shifting WeGo's federal 5307 (Urbanized Area Formula Grants) apportionment to our capital budget to help WeGo maintain a state of good repair. Most of the federal capital funding is currently being shifted toward the operating budget through two permissible uses by the FTA, preventive maintenance and ADA paratransit.

- ***Bus Stop Improvement Program***

The WeGo Transit Stop Improvement Program focuses on improving transit stops with the highest boarding of passengers. The improvements include installation of sidewalks to provide an ADA pedestrian access route from the nearest intersection to the bus stop, pedestrian crosswalks, construction of bus pads, and installation of amenities appropriate for the boarding and alighting activity at the bus stop. Amenities include bus shelters, benches, trash receptacles, lighting, and bus arrival information. WeGo Public Transit will continue to use available capital funding to implement strategies to improve the facilities used to access transit. We currently have 313 passenger waiting shelters distributed across Davidson County. Based on a total bus stop count of 1,593, this means that nearly 20% of all stops have a shelter. However, based on overall ridership patterns and prioritizing high boarding locations for shelter improvements, 77% of all passenger boardings occur at sheltered stops. The Engineering, Construction, and Project Management department has submitted a request for two additional project managers, one who will be assisting an existing project manager to administer the Transit Stop Improvement Program.

Ensuring safe and reliable transit for all community members, regardless of socioeconomic status, allows them to readily access jobs, education, healthcare, and other essential services, particularly in areas where car ownership might be limited, hence minimizing disparities in mobility opportunities.

Furthering Customer Service and Increasing Enrollment in Participation in Great Programs

As ridership continues to increase, WeGo Public Transit is working to expand our successful customer-focused initiatives, including our WeGo Ride, StriDe, Historically Black Colleges and Universities (HBCU), Adverse Weather Card, Connector Card, Community Impact Partnerships, WeGo Link, and Access On Demand programs. These programs directly benefit some of the most vulnerable groups in our community and improve the overall public perception of the system, increase ridership, expand institutional partnerships, enhance access, and lower transportation costs for all Nashvillians. As Nashville's homeless population has grown over the past few years, usage of these programs has grown exponentially. Today, over 5,000 passes are in circulation, and total rides provided under these programs has grown from less than 50,000 in FY2020-21 to over 600,000 in FY2023-24.

Continuing to Develop Promised Capabilities in Critical Areas

One critical area where WeGo has seen some challenges in recent years is safety and security. The enhancement of our relationship with the Metro Nashville Police Department (MNPd) along with the implementation of other security measures and personnel will be critical to increase safety in our system. Enhancing transit security programs address equity by ensuring that all riders, regardless of background or socioeconomic status, feel safe and secure while using the system. Furthermore, this can help increase accessibility and usage, particularly for marginalized communities who may have historically avoided transit due to safety concerns. The creation of a Transit Ambassador Program is also proposed to help address issues from a social work perspective and provide resources to vulnerable riders.

Choose How You Move Investments

Implementation of the Choose How You Move program initiatives will accelerate many of the improvements that WeGo Public Transit has been working on in recent years. For the first full year of funding, we will focus on the following key initiatives:

- *System Safety & Security*

As highlighted under critical areas above, these investments will enhance the security presence across the system. By actively addressing the specific safety concerns of the community and ensuring that security measures are implemented equitably, WeGo Public Transit will promote greater access to public transportation for all riders

- *Service Quality and Reliability*

In order to meet existing service needs and achieve the Choose How You Move program vision we are proposing several critical front-loaded investments in recruiting, training, and retention that would significantly upgrade our amount of new operating employees into our bus operator, maintenance technician, and supervisory roles. Investments requested would provide for the hiring of additional recruiters and trainers to significantly enhance our service delivery making sure that the riders can benefit from prompt and reliable bus service.

- *Capital Delivery and Readiness*

This will provide resources needed to expand our capital project delivery capacity as we work to deliver a new bus operations facility, new transit centers, stop upgrades, All-Access Corridors, and other projects. These capital projects aim to provide more robust service and facilitate connections across the system that reduce travel time. The geographic distribution of these improvements will reach many different areas of the community providing greatly enhanced mobility options to all Nashvillians.

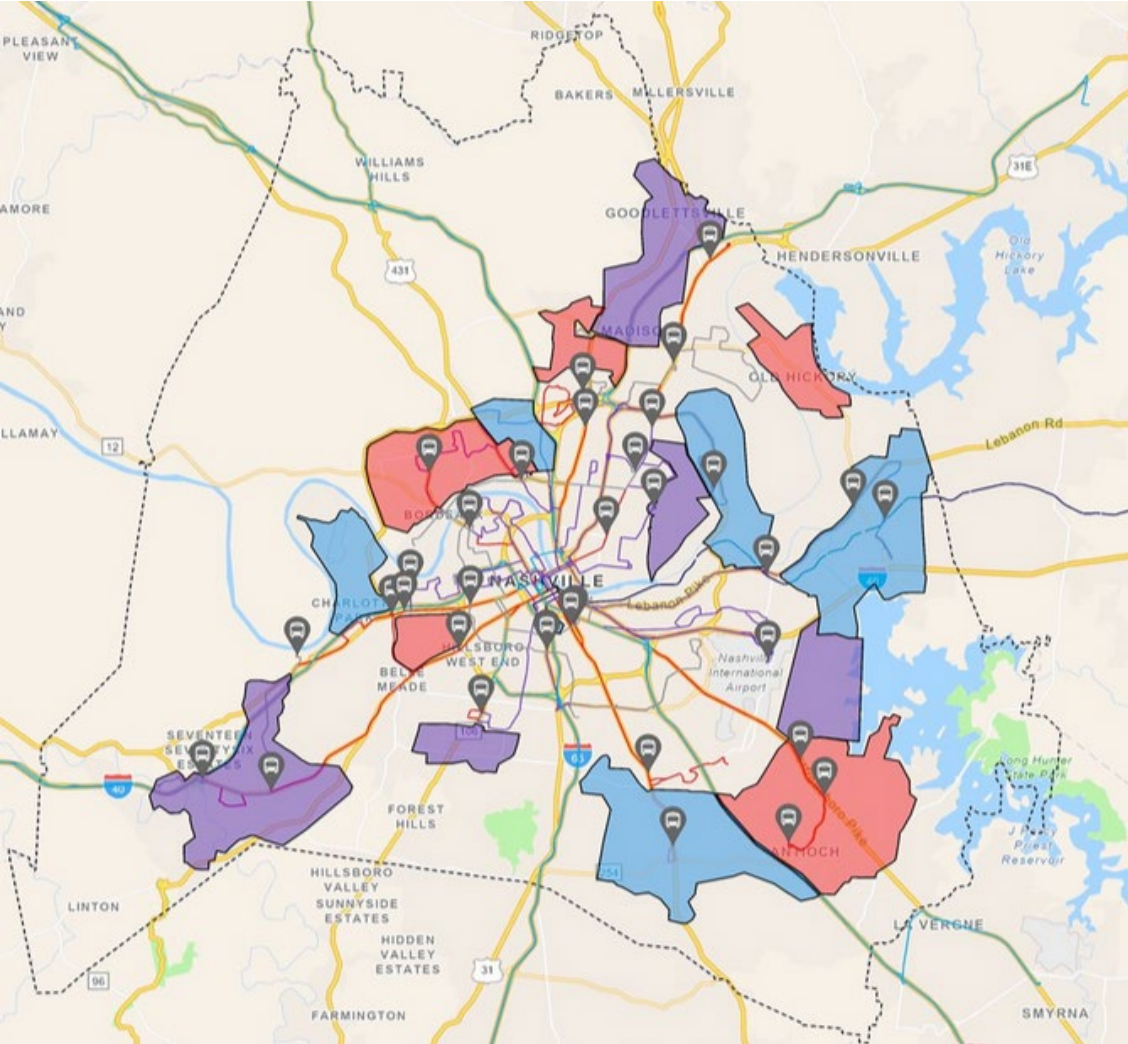
- *Direct Service Expansion*

These initiatives include expanded hours of operation for the highly popular Access-On-Demand program, additional WeGo Link Mobility on Demand Zones, and the implementation of the Low-Income Free Fare Subsidy program as stipulated in the Choose How You Move program. Additionally, extensive expansion of fixed route transit service is expected to start halfway

through the fiscal year. The Access on Demand program expansion to weekends will provide our ADA population with expanded options that they have been asking about for years. Similarly, the low-income free fare program will target a vulnerable population for which travel options will not only be greatly expanded but it will also become more affordable. Our WeGo Link program makes it possible for people in hard to serve areas to access fixed route transit service at a discounted price. This improves access to transit in a very affordable way. As illustrated on the WeGo Link Service Map, there are 16 existing zones throughout Davidson County.

WeGo Link service focuses on lower density areas in the outskirts or without bus coverage that are challenging to serve with traditional fixed-route transit service. This is a cost-effective approach to serving not only new areas but also lower demand areas where fixed-route service was underperforming before. This service also becomes a “lifeline” service for riders in many of these areas and it helps to promote widespread access for riders of all demographics and incomes.

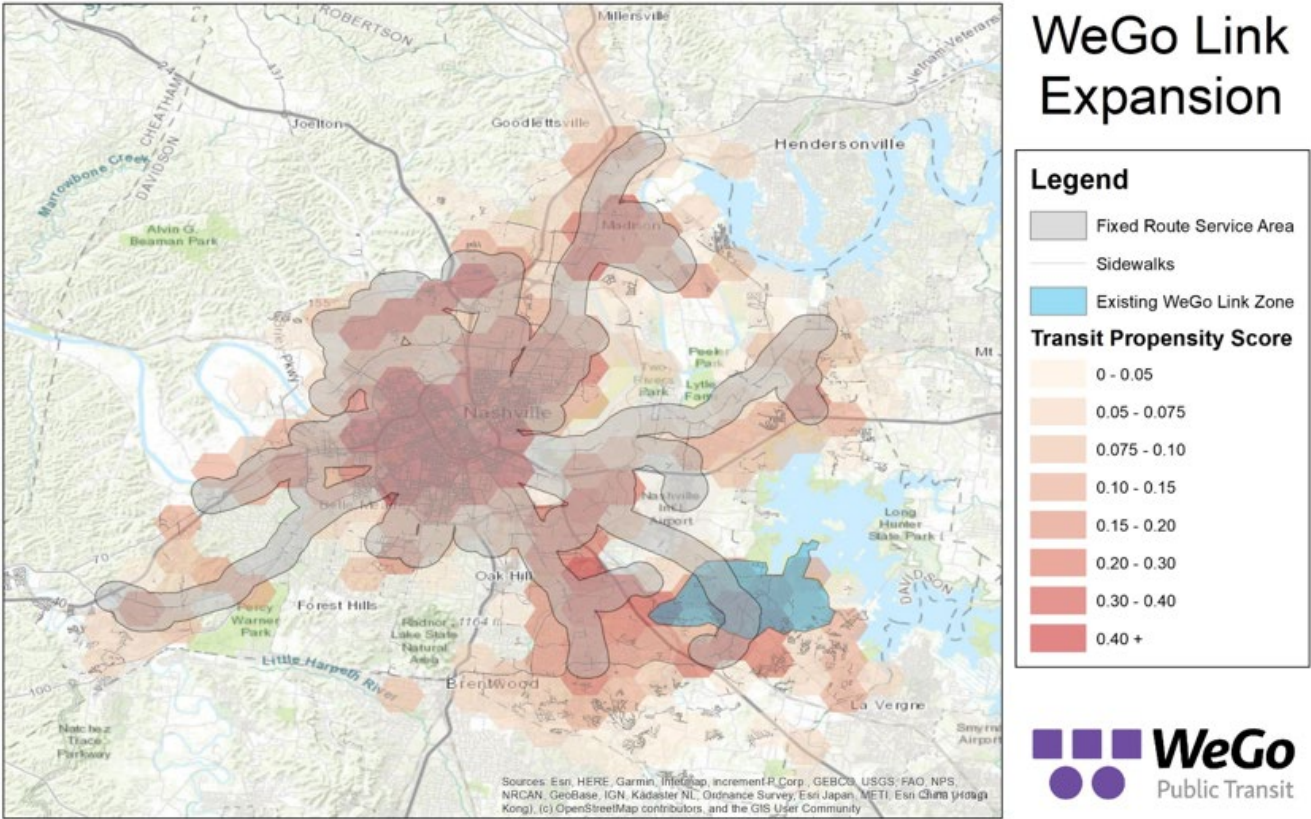
WeGo Link Zones



In exploring WeGo Link expansion options, we used Census data to identify areas of propensity for transit use. That includes: low-income households, minority populations, zero-car

households, and employment density. The following map shows the transit network overlaid on transit propensity areas in Davidson County (Census American Community Survey data). Some high propensity areas outside of the fixed route network coverage stood out as target areas that could use access to transit. Many of these areas also lack adequate pedestrian infrastructure. A higher population density concentration like apartment buildings was also considered for establishing zones. The majority of the zones in service correspond to the high propensity areas identified. Recent year data trends show transit dependent populations moving farther out in the county to areas that we don't currently serve. Our ultimate goal for WeGo Link, as outlined in Choose How You Move, is to expand the service countywide, which would provide access to transit for everyone in Davidson County.

Transit Propensity-WeGo Link Expansion



Lastly, the fixed route improvements will increase availability of transit service during off-peak hours for several key bus routes expanding overall accessibility for riders. Many of our riders struggle to access jobs and other opportunities when buses don't operate as regularly outside of normal business hours. Given the nature of Nashville's entertainment and healthcare industries among others, more frequent service allows workers to access jobs on time and to have better options for their return trips.

- **Reserve Fund**

MTA currently does not have a reserve that could be used to fund unanticipated revenue reductions or uncontrollable cost increases. The creation of such a fund will improve financial

stability and improve the agency's competitiveness for federal funding and ability to maintain and grow service delivery in the future for riders.

- *Reduced Reliance on Federal Capital Funds*

As explained in the sections above, being able to maintain existing assets in a state of good repair is critical to ensure safe, reliable, and accessible transit service for all community members. Well-maintained transit assets experience fewer disruptions and delays, leading to predictable travel and increased reliance on transit for everyone. Also, addressing infrastructure issues like broken elevators, accessible ramps, clear signage, etc., ensures that people with disabilities can use public transit effectively. Lastly, proactive maintenance can prevent major breakdowns and costly repairs in the long run, allowing WeGo Public Transit to allocate resources efficiently and maintain affordable fares.

Question 3

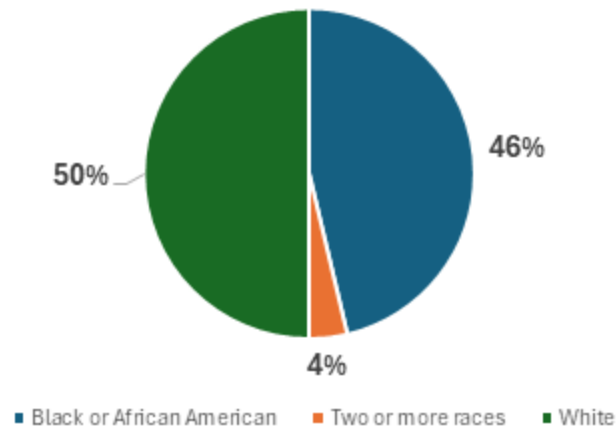
Provide a brief description of any budget modifications that are intended to promote diversity, equity, and inclusion among department staff.

For any staff augmentation request in the proposed budget, the Human Resources Department at WeGo Public Transit will continue to prepare and review annual reports of the racial, ethnic, and gender makeup of staff at various levels of the organization to identify areas for improvement and strategies for recruitment, retention, advancement, and leadership development initiatives. Focusing on the rapid growth the agency is experiencing, especially considering the passing of the Choose How You Move program, WeGo Public Transit is working to ensure that its staff and leadership resemble the evolving demographics of the community through targeted partnerships that have include:

- El Jefe 96.7 Radio targeting the Hispanic community and Spanish Speaking applicants.
- Jefferson Street Jazz Festival
- Nashville Culture Festival
- Nashville Pride Fest
- WOW (Women of Worth)
- Transit Equality Day event at Fisk University promoted on 92Q
- The Tennessee Tribune for marketing and job postings
- The Urban League of Middle Tennessee Virtual Hiring Event
- Coordinate with state and private partners for reentry program candidates
- Ft. Campbell Job Fair targeting emerging military veterans.
- Metro Government job fair

Annually, senior leadership reviews the composition of our overall and leadership workforce to monitor its reflection of our overall community and to identify specific efforts to improve performance in this area. With respect to management positions, as of the end of 2024, the ethnicity profile looked like this:

WeGo Public Transit Management Staff by Ethnicity



The expansion of our recruitment resources and efforts has resulted in a noted increase in diversity of our non-union staff. In the fall of 2017, WeGo Public Transit's e3 Leadership Academy was initiated to identify rising leaders in our organization and expose them to a variety of professional development opportunities. This resulted in the promotion of several individuals into senior leadership roles throughout the organization. More recently, WeGo Public Transit initiated its "WeGo Academy" program, which is still evolving. Where the e3 Leadership Academy was focused on mid-management and administrative personnel, WeGo Academy is focused on our entry level operating personnel. Historically, individuals entering employment with WeGo Public Transit as bus operators, servicers, and custodians have been much more representative of the community at large across ethnic and gender categories. WeGo Academy was created in 2021 to address several issues we were recognizing in our industry and continues evolution:

- By hiring new employees without a commercial driver's license and with no previous commercial driving experience (and by providing extended training opportunities to address these very specific skill deficiencies) we sought to diversify our pool of talent for Bus Operators (which represent well over half of the total population in the organization) from traditional holders of commercial driver's licenses to those with more diverse employment backgrounds. This has moved us beyond looking for "truck drivers" to looking for those with customer satisfaction backgrounds and an interest in serving their community. This change in approach has simultaneously expanded our candidate pool in a tight labor market, and significantly expanded the diversity of applicants.
- Expanding the training focus from simply how to successfully operate a transit bus in revenue service to a much broader exposure to our operations and the fundamentals of our organization to deepen their understanding of their role to improve long-term retention.
- To begin to identify career paths for our entry level employees so they can gain a better understanding of the promotional opportunities available to them, and the necessary steps they need to take to be ready to take on more advanced roles.

- The WeGo Academy initiative has proven successful with 146 entering the program in 2024 with the company conducting 108 CDL test with our internal CDL Examiners that are certified through Department of Transportation and Homeland Security. We have a retention rate (to date) of about 70%.

WeGo held a media event on November 19th to promote job openings for operators and mechanics. WTVF, WZTV, and WKRN TV news stations and WPLN radio ran stories. They featured interviews with a diverse group of operators, mechanics, and supervisors. The goal of the event was to capitalize on the recent passage of Choose How You Move, which attracted much media attention.

WeGo Public Transit offers two programs:

- WeGo Commercial Driver’s License (CDL) training program.
 - Accepted applicants train to earn their CDL, and then complete WeGo training.
 - 11-week paid CDL training process
 - 8-week WeGo training process for those who already have a CDL
 - All new WeGo Operators will receive at least 80 hours and on average 100 hours of driving time with an instructor.
- WeGo Mechanic Apprenticeship Program
 - Combines training with a full-time salary and benefits.
 - Hands-on program taught in the WeGo maintenance facilities.
 - Participants work on active fleet buses.
 - Graduates will attain skills as heavy-duty mechanics with expertise in bus mechanical systems.
 - The goal of the apprentice program is to advance people into a starting mechanics position at WeGo, offering better pay and room for further advancement.
- WeGo Benefits: Health/dental/vision, pension plan, company paid life insurance, tuition reimbursement, and an on-site fitness center.

Signing Bonuses:

- \$2,000 - CDL operators holding the P endorsement (licensed to transport more than 15 passengers)
- \$1,000 - Non CDL and non P endorsement holders
- \$2,000 - Experienced Mechanics

Apprenticeship program

The WeGo Mechanic Apprenticeship Program is another new program recognized by the Department of Labor launched in 2021. It is a three-year program. Apprenticeship is a partnership between the company and the union in the efforts to develop productive solutions by addressing training needs, mentoring, and credentialing. Apprenticeship opportunities build a stronger workforce and provide opportunities for youth outreach and develop a career pipeline for the transit industry. We are committed to expanding this project through partnerships with local trade schools and high schools with an automotive program.

Question 4

Provide a brief description of any budget modifications that will enhance departmental community engagement efforts or access to government services.

At WeGo Public Transit, our commitment to serving our community extends far beyond providing transportation services. Our Customer Care Outreach team is dedicated to creating meaningful connections, empowering individuals with knowledge, and fostering inclusivity within our diverse region. In 2024, our efforts reached new heights as we engaged with various communities and organizations to promote accessibility, education, and collaboration. With budget initiatives identified in the FY2025-2026 budget submission, these efforts will not only continue but will ramp up along with implementation of Choose How You Move initiatives.

- *Travel Training Events & Community Engagement*

Our Transit Navigators successfully organized over 90 Travel Training events in 2024, reaching more than 1,200 attendees. These events were designed to equip individuals with the knowledge and confidence needed to navigate public transit effectively, thereby improving their access to opportunities and enhancing their quality of life. Additionally, we actively participated in over 130 tabling events, engaging with more than 19,000 individuals throughout the year. These interactions allowed us to gather valuable community feedback, address concerns, and promote the benefits of public transportation. Key organizations in these efforts included Fifty Forward Bellevue, Senior Towers such as Hickory Towers and Dandridge Towers, Safe Haven, G.O.A.L, and the Nashville International Center for Empowerment.

- *WeGo Resource Fair & WeGo Explore Patch Program*

A major highlight of our outreach efforts was hosting the 3rd Annual WeGo Resource Fair at The Elizabeth Duff Center at Central. This event brought together numerous partners and stakeholders, fostering valuable connections and providing essential resources to the community. In partnership with the Girl Scouts of Middle Tennessee, we launched the WeGo Explore Patch program. This interactive initiative educates participants of all ages on using public transit, culminating in the award of a special patch that celebrates their newfound knowledge and engagement with WeGo services. To date, we have trained over 110 troops, including participation from Senator Charlane Oliver in a session.

- *Ongoing Partnerships with Southeast Coalition*

We continued to strengthen partnerships with key nonprofits such as Dismas House and the Tennessee Prison Ministry, supporting their reentry programs for formerly incarcerated individuals. By providing bus passes, we help returning citizens overcome transportation barriers, enabling them to attend job interviews and secure employment opportunities. Additionally, our collaboration with Nashville's Southeast Coalition focused on developing strategies to support the thriving of residents in southeast Nashville. This region, home to a diverse and underserved population, benefited from targeted initiatives addressing challenges related to poverty, unemployment, and education. Recognizing the linguistic diversity of our community, we

expanded our "How to Ride" resources to include Spanish, Arabic, Swahili, and Kurdish. By partnering with organizations such as The Branch and the Tennessee Immigrant & Refugee Rights Coalition, we effectively extended our outreach, ensuring that transit resources are accessible to all communities.

Our Procurement Department practices provide tools to ensure that our community benefits from contracting practices, especially for small and diverse businesses.

WeGo Public Transit's Business Diversity Program has made impressive strides in increasing contracts awarded to Disadvantaged Business Enterprise (DBE) businesses. The program's success can be attributed to various initiatives, such as focused outreach targeting diverse businesses and continued use of the software solution, B2G, implemented in FY 2021. This system has enhanced the automation of the DBE certification process and tracking spending based on various criteria, which yields positive results. Removing barriers to participation in contract opportunities for DBEs is a crucial objective of the Business Diversity Department at WeGo Public Transit. Organizing events in the Spring and Summer of 2026 to encourage relationship-building between primes and subcontractors is a significant step towards achieving this goal. The department is actively promoting diverse businesses' involvement by ensuring timely dissemination of information about current and upcoming opportunities and facilitating fair and open competition. The department is excited to partner with NDOT, the Department of Finance, and the Mayor's Office to offer a series of outreach events. These coordinated outreach events will take place in different regions of the city to give potential suppliers a chance to receive information about the contracting opportunities associated with the Choose How You Move initiative. Through this targeted approach, the department aspires to create opportunities for diverse and small businesses to network with potential partners that may increase their capacity to take advantage of Choose How You Move contracting opportunities. Attending DBE and Small Business events hosted by partner agencies has been beneficial in providing diverse businesses with information about WeGo Public Transit's business diversity services and opportunities. Additionally, offering technical assistance with understanding contracting requirements and DBE certifications and referring businesses to supportive services programs from partner agencies showcases supporting DBEs. The automated Business Diversity Management System (BDMS) plays a pivotal role in engaging diverse businesses. Access to the entire Tennessee Uniformed Certification Program (TNUCP) DBE directory allows the vendor community to effectively participate in project team building for contracting opportunities. BDMS also enables WeGo Public Transit to notify diverse businesses about current and upcoming opportunities and track their participation based on various demographics, creating a level playing field for diverse businesses. With the implementation of our Business Diversity Program, we expect participation from small, diverse businesses competing for WeGo Public Transit projects to continue to increase.

Question 5

List any remaining budget modifications that do not have a direct or clear equity impact.

No others identified.

FY2025-26
Submission to Metro Nashville Department of Finance
Operating Budget Appropriation Proposal
February 7, 2025

WeGo Public Transit stands ready to continue supporting Mayor Freddie O’Connell and Director Jenneen Reed in collaboratively working with our partners to improve how Nashville moves, works, and grows. This fiscal year (FY) 2025-26 operating budget submission is a landmark moment for WeGo Public Transit and the Nashville region, as it is our first submission that includes dedicated transit funding. This past November, Nashville voters overwhelmingly approved Mayor O’Connell’s Choose How You Move transit improvement program, which included an ambitious plan to nearly double transit service over a 15-year period. To meet this bold service plan and maintain service quality and reliability throughout our system, we are proposing several critical front-loaded investments in recruiting, training, and retention. Successful implementation of Choose How You Move also relies on significant investments in system safety and security that align with anticipated population and system growth. Finally, we are taking the time in this first year to reevaluate our historical budgeting approaches to set a solid foundation for successful program implementation. At a minimum, this requires baseline funding for continuity of service, including increases related to inflation, fare program impacts, and prior year service requests that had previously been funded using the last of our federal COVID-19 relief funds. This also requires us to intentionally shift away from our historical use of federal formula funds in our operating budget so that we can preserve these limited resources for critical state of good repair capital investments that are needed for our core system. As Director Reed noted, these foundational measures are even more important as we move into expansion mode during a time of national and global uncertainty.

Metro Nashville’s continued financial support of WeGo Public Transit perfectly aligns with all three of Mayor O’Connell’s investment priorities. Continued support of our baseline budget coupled with the new dedicated transit funding provided through Choose How You Move will directly improve how Nashville moves by advancing a safer multimodal transit system that benefits all Nashvillians. Continued support of WeGo Public Transit also improves how Nashville works by prioritizing a best-in-class customer service experience for all users of Nashville’s transportation network while supporting the increased collaboration and coordination that will be required with our Metro partners to deliver Choose How You Move. Our baseline and investment budget requests will enhance how Nashville grows by readying our transportation system to meet anticipated growth, improve access, and provide for continued public and stakeholder input into our proposed services and how they should benefit our community. More broadly, WeGo Public Transit’s budget impacts every core Metro service that is needed to transform the way Nashville moves, works, and grows in the coming years and beyond. Our mission also advances broader policy objectives in the areas of sustainability, affordable housing, and neighborhoods. Programmed service improvements and planned neighborhood transit center projects included in Choose How You Move will expand access to economic opportunity and a multitude of housing options for Nashvillians in almost all neighborhoods – regardless of whether they have access to an automobile.

WeGo Public Transit is currently partnering with the Nashville Department of Transportation and Multimodal Infrastructure (NDOT) and the Metro Nashville Planning Department (Metro Planning) to complete a comprehensive strategic plan to guide the development of Metro Nashville’s transportation system over the next 25 years. This will be an update to the award-winning nMotion Strategic Service

Plan, which was adopted in 2016 at the only joint meeting of the Metropolitan Transit Authority (MTA) and Regional Transportation Authority (RTA) boards in the history of these organizations. nMotion was our region's first consolidated transit service plan, covering the 10 counties of Middle Tennessee surrounding Davidson County. We continue to successfully undertake service and project initiatives included in its recommendations, but it is nearly a decade old and needs to be updated to reflect Nashville's current and future needs. This new plan is being developed in close collaboration with NDOT and Metro Planning and it will include an update to Access 2040, the Major and Collector Street Plan, and WeGo Public Transit's long-range transit plan with the goals of ensuring opportunity for all, expanding accessibility, creating economic prosperity, and fostering strong neighborhoods.

WeGo Public Transit is critical to supporting Mayor O'Connell's framework and ensuring that our city works for all Nashvillians:

- ✓ **Meeting Continuity of Service Needs.** WeGo Public Transit connects over 30,000 daily riders to jobs, school, doctors' offices, shopping centers, and recreational activities. Continued support of our baseline budget will allow WeGo Public Transit to maintain continuity of our existing services while we begin to implement Choose How You Move. In addition, WeGo Public Transit implemented service expansion in FY2023-24 related to the summer 2024 opening of the Dr. Earnest Rip Patton Jr. North Nashville Transit Center. This was "seed funded" over the past two fiscal years using our remaining federal COVID-19 pandemic relief funding, with the understanding that Metro would fund the services once the pandemic funds were fully expended. Continuation of these baseline services will require additional baseline funding beginning in FY2025-26.
- ✓ **Restoration of Funding Previously Supported by Federal Funding.** For many years, with the original urging of Metro Nashville, MTA has allocated most of its federal capital funding toward our operating budget through two permissible uses by the Federal Transit Administration (FTA), preventive maintenance and Americans with Disabilities Act (ADA) paratransit. We have long expressed the desire to reduce this practice and preserve more capital funds for critical state of good repair needs. In recent years, this need has been mitigated by three significant factors: (1) the availability of pandemic relief funds, which temporarily allowed MTA to move formula funding back into the capital program; (2) growth in the overall availability of formula funds due to the significant increases in funding provided by the Bipartisan Infrastructure Law; and (3) allocation of capital spending plan funds from Metro Nashville to support significant project funding, including the acquisition of replacement buses and vans. Choose How You Move will provide significant capital funding for new projects and initiatives, but it notably does not include baseline capital state of good repair funding for the assets we already have. To provide a strong foundation for Choose How You Move, we recommend shifting more of MTA's federal 5307 apportionment to our capital budget to help MTA maintain a state of good repair.
- ✓ **Furthering Customer Service and Increasing Enrollment in Participation in Great Programs.** As ridership continues to increase, WeGo Public Transit is working to expand our successful customer-focused initiatives, including our WeGo Ride, StrIDe, Historically Black Colleges and Universities (HBCU), Adverse Weather Card, Connector Card, Community Impact Partnerships, WeGo Link, and Access On Demand programs. These programs improve the overall public perception of the system, increase ridership, expand institutional partnerships, enhance access, and lower transportation costs for all Nashvillians, particularly the transportation disadvantaged. The HBCU free fare program was initially funded by Metro using federal pandemic relief funds, which will be fully expended at the conclusion of this fiscal year. While we will seek funding from the institutions themselves to continue the program, this is not guaranteed. To date, Fisk University has expressed an interest in continuing the program, but Tennessee State, Meharry,

and American Baptist have not. WeGo Public Transit continues to partner with the Metro Nashville Office of Homeless Services to provide free bus passes to individuals experiencing homelessness through the Adverse Weather Card and Connector Card programs. As Nashville's homeless population has grown over the past few years, usage of these programs has grown exponentially. Today, over 5,000 passes are in circulation, and total rides provided under these programs has grown from less than 50,000 in FY2020-21 to over 600,000 in FY2023-24. These programs have collectively had a significant impact on WeGo Public Transit's average operating revenue per passenger, which is why we have increased our baseline request by \$2.4 million to continue these critical programs.

- ✓ ***Continuing to Develop Promised Capabilities in Critical Areas.*** WeGo Public Transit has enjoyed a long and productive relationship with the Metro Nashville Police Department (MNPD) to enhance the safety and security of transit riders and the public. On an annual basis, WeGo Public Transit budgets over \$5 million in services related to security, including over \$1.4 million in direct payments to MNPD. WeGo Public Transit and MNPD recently collaborated on a review of best practices in public transportation security and policing, engaging Marine Tiger, a consultant with national experience in this field, to examine recent national practices in transit security and policing and develop recommendations. The consultant recommended significant increases in contracted security coverage (including mobile security patrols to cover bus stops and on-board activity), MNPD Secondary Employment Unit coverage during higher risk hours, and the creation of a Transit Ambassador Program. Through discussions with MNPD and Metro leadership, we are also requesting funds to provide additional custodial staff at our facilities, stops, and shelters to deter crime and other negative activity (the "broken windows" theory). We are also requesting capital funding to design a security control center, activate the Plaza at the Elizabeth Duff Transit Center at WeGo Central, and implement various security technology upgrades as recommended by Marine Tiger and MNPD.

FY2025-26 WeGo Public Transit Baseline Operating Budget Proposal

WeGo Public Transit is requesting \$88.8 million in baseline operating funding for the Metropolitan Transit Authority (MTA) and \$2.2 million in baseline operating funding for the Regional Transportation Authority (RTA).

MTA's baseline funding request is approximately \$11.4 million over FY2024-25 levels, which includes \$4.0 million to reconstitute MTA for the funding cut taken from its FY2024-25 request for services initiated in FY2023-24, \$5.0 million related to inflationary cost growth, and \$2.4 million to continue our successful customer-focused programs described above.

RTA's baseline request remains unchanged at \$2.2 million. However, this request assumes that approximately \$126,000 in additional partner funding is identified for the WeGo Star commuter rail line. Metro's FY2024-25 baseline funding to RTA included a significant increase for WeGo Star (from \$1.5 million to \$1.9 million) for the first time in over a decade, but the remaining WeGo Star partners in Wilson County, Lebanon, and Mt. Juliet have not increased their respective contributions since FY2017. RTA will be seeking FY2025-26 contribution increases from these partners totaling \$126,000. If we do not receive these increases, we will need to convene the Corridor Committee (Davidson County, Wilson County, Mt. Juliet, and Lebanon) to determine how to collectively address the deficit.

	FY2024-25 Baseline Operating Budget	FY2025-26 Baseline Operating Budget Request	Increase/ (Decrease)	Percent Change
<u>Metropolitan Transit Authority</u>				
Metro Operating Subsidy	77,365,900	88,812,600	11,446,700	14.8%
Program Revenues				
Operating Income	12,182,280	12,408,130	225,850	1.9%
Federal Grant Revenues	26,457,279	29,023,510	2,566,231	9.7%
One-time Federal Relief Funding	6,597,591	-	(6,597,591)	-100.0%
State Operating Assistance	5,394,000	6,272,000	878,000	16.3%
Total Operating Expenses	127,997,050	136,516,240	8,519,190	6.7%
<u>Regional Transportation Authority</u>				
Metro Operating Subsidy	2,192,000	2,192,000	-	0.0%
Less Funds Added to Reserve	(65,974)	(36,137)	29,837	
Program Revenues				
Operating Income	1,322,293	1,526,130	203,837	15.4%
Regional Funding	1,182,103	1,382,543	200,440	17.0%
Federal Grant Revenue	5,287,073	5,677,482	390,409	7.4%
One-time Federal Relief Funding	300,000	-	(300,000)	-100.0%
State Operating Assistance	663,400	779,100	115,700	17.4%
Total Operating Expenses	10,880,895	11,521,118	640,223	5.9%

Approval of the MTA and RTA baseline budget requests will allow WeGo Public Transit to sustain current services levels and to continue our successful customer-focused programs, including our WeGo Ride, StriDe, HBCU, Adverse Weather Card, Connector Card, Community Impact Partnerships, WeGo Link, and Access On Demand programs. WeGo Public Transit continues to see some of the highest ridership growth in the nation, having surpassed pre-pandemic bus ridership levels by 10% and counting this past year. Approval will also support the supplemental operating expenses associated with baseline priorities funded through the Capital Spending Plan.

As requested, baseline budgetary forecasts for FY2025-26 and FY2026-27 are as follows:

	FY2026-27	FY2027-28
	Forecasted	Forecasted
	Baseline	Baseline
	Operating	Operating
	Budget	Budget
<u>Metropolitan Transit Authority</u>		
Metro Operating Subsidy	93,369,756	97,539,836
Program Revenues		
Operating Income	12,766,010	13,102,160
Federal Grant Revenues	29,789,270	30,577,950
One-time Federal Relief Funding	-	-
State Operating Assistance	6,397,440	6,525,390
Total Operating Expenses	142,322,476	147,745,336
<u>Regional Transportation Authority</u>		
Metro Operating Subsidy	2,192,000	2,192,000
Less Funds Added to Reserve	(24,294)	(10,338)
Program Revenues		
Operating Income	1,516,142	1,507,182
Regional Funding	1,417,281	1,577,861
Federal Grant Revenue	6,005,480	6,263,768
One-time Federal Relief Funding	-	-
State Operating Assistance	779,100	790,800
Total Operating Expense	11,885,709	12,321,273

Performance Metrics:

Proposed performance metrics for FY2025-26 are provided in the table below.

Metric	Metric	FY2025	First Half FY2025	FY2026 Proposed
Active Paratransit Customers	Average number of individuals who use WeGo Access Paratransit Services at least once monthly.	1,750	1,597	1,750
On-time Performance Regional Bus	Measures on-time departures for Regional Bus: no more than 59 seconds early and no later than 5 minutes, 59 seconds after the scheduled departure.	85.0%	77.1%	83.0%
On-time Performance Train	Measures on-time departures for Train: arrival at the final destination within 6 minutes (before or after) from the scheduled time.	97.0%	96.0%	97.0%
On-time Performance WeGo MTA	Measures on-time departures for MTA: no more than 59 seconds early and no later than 5 minutes, 59 seconds after the scheduled departure.	85.0%	81.9%	83.0%
Ridership	Total number of passengers boarding on fixed route, and Access services; directly operated and contracted. Includes MTA, Train, and Bus passengers per month.	750,000	802,390	810,000
Trip Completion	Percentage of one-way fixed route vehicles and fixed guideway trips completed. Includes MTA, Train, and Bus passengers.	99.8%	99.7%	99.8%

A gradual return of ridership is reflected in both the overall ridership and active paratransit customers categories. We will attempt to sustain the high level of service reliability performance in trip completion percentage reported in FY2022-23, which have been accomplished through upgraded maintenance practices, some progress in filling out bus operator ranks, and the strategic deployment of “helper” buses to address overcrowding. Bus on-time performance continues to reflect increased congestion experienced this year compared to the significantly improved performance we observed during the pandemic. On time performance is negatively impacted by traffic congestion and route disruptions related to special event closures, which is anticipated to continue to increase as the region continues to grow. It will be important to see what solutions come from the multimodal transportation plan discussed above. As we have developed more robust data sources over the past few years, we have been able to adjust fixed schedules to more accurately reflect current operating conditions in each route corridor. In many cases, this has required us to deploy additional buses in corridors to simply maintain previous schedules. While we continue these efforts, the nature of traffic in Middle Tennessee remains highly unpredictable where of the 17% of trips that do not run on time, about 5% run early and 12% run late. We are pursuing the following improvements to address this situation:

1. As part of Choose How You Move, we will examine alternatives for bus rapid transit with dedicated lanes in several key corridors (Gallatin Pike, Murfreesboro Pike, Dickerson Pike, Nolensville Pike, Clarksville Pike, and West End Avenue as far as Vanderbilt University). In addition, and resulting from the Connect Downtown Mobility Plan, dedicated lane transit priority corridors will be pursued in a loop around the downtown core encompassing 8th Avenue/Rosa Parks, Korean Veterans Boulevard, James Robertson Parkway and a new proposed “East Bank North South Spine

Boulevard. Completion of this network will result in vastly improved operating conditions for our customers and Nashvillians in general, but implementation will take many years to complete.

2. We are currently collaborating with NDOT to implement transit signal priority in several key corridors. Just this past week, this system was “turned on” for testing in the Charlotte Avenue corridor, and we will closely examine results for reliability improvement and transferability to other key corridors as part of Choose How You Move.
3. We are currently exploring implementation of advanced technology in our high frequency network corridors to move toward dynamic service management, shifting from a schedule-based operation to a headway-based operation. For example, during most of the day, buses on the 55 – Murfreesboro Pike corridor (serving over 5,000 riders per day) are scheduled to operate every 10 minutes. At this level of frequency, adherence to a schedule is much less important than maintaining a consistent gap between buses. While on-time performance in this corridor is among the worst in the system (averaging about 75%), existing on-time performance metrics underestimate the magnitude of reliability problems with this route. With our current definition of an “on-time trip” being 59 seconds early to 5 minutes 59 seconds late, buses scheduled to arrive at a timepoint at 2:00, 2:10, and 2:20 that actually arrive at 2:05, 2:09, and 2:25 would all be considered on time, while the actual experience of a customer at this stop would be to see bus bunching (a 4 minute gap between bus 1 and 2) and gapping (a 16 minute gap between buses 2 and 3). In dynamic service management, real-time analytics communicate current conditions to service controllers and bus operators, which allows corrective actions to be taken immediately. In some cases, this might mean that a bus operating behind schedule (but bunched to closely to the bus in front of it) might be directed to slow down or hold for a few extra seconds at a stop to maintain a consistent gap. During times of extraordinary congestion in a corridor, extra buses could be deployed (for instance, we might go from the usual 14 buses to 16 buses on Murfreesboro Pike) to hold the gap with lower average operating speeds. We recently received a \$1.9 million USDOT SMART grant to work with Vanderbilt and Penn State universities to design and test the advanced analytics needed to begin implementation of this practice.

Investment Requests:

With the overwhelming voter approval of Choose How You Move on November 5, 2024, MTA will now be able access dedicated funding for key transit investments in our capital and operating budgets. Moving forward, all MTA operating investment requests are assumed to be funded by the new 0.5% sales tax surcharge, as they are all eligible expenditures identified in Choose How You Move. For this first full year of funding, we are requesting a total of \$77.7 million in operating investment requests for the following key initiatives:

System Safety & Security: Investments to enhance our security presence based on the findings in the Marine Tiger evaluation report, and our ongoing discussions with MNPd. These will include an expanded presence of our contracted security staff (including mobile security patrols to cover bus stops and on-board activity), an expansion of our arrangements with MNPd for coverage under their Secondary Employment Unit, funding to support Marine Tiger’s completion of our System Security Plan and standard operating procedures, the creation of a Transit Ambassador Program to support individuals in distress in the system, and the beginning of a cooperative process with Metro and MNPd to investigate alternatives to creating a “transit-specific policing unit”. This also includes expanded staffing for custodial services to improve the appearance of our facilities to deter crime and other negative activity (the “broken windows” theory). We are requesting \$6.3 million in FY2025-26 funding for safety and security investments.

Service Quality and Reliability: WeGo Public Transit continues to experience impacts of chronic staffing shortages on both our budget (increased overtime and subcontracting expense) and service quality (missed trips and degraded on-time performance). To meet existing service needs and achieve the bold vision put forward in Choose How You Move, we are proposing several critical front-loaded investments in recruiting, training, and retention that would significantly upgrade our throughput of new operating employees into our bus operator, maintenance technician, and supervisory roles. Choose How You Move will require a net increase of 30 bus operators annually over the course of the program, with corresponding increases in other support staff. Recently, we completed a significant capital project to expand and improve our off-road training lot, which nearly doubled our training throughput capacity. Investments requested in this budget would provide for the hiring of additional recruiters and trainers to increase the throughput of operators into the system. In addition, we are currently collaborating with ATU Local 1235 on initiatives to improve our employee retention statistics, such as mentorship programs and various forms of retention incentives. We are requesting a total of \$4.5 million in FY2025-26 funding for these service quality and reliability investments.

Capital Program Delivery Readiness: This category includes activities needed to support an expansion of capital project delivery capacity as we work to deliver a new bus operations facility, new transit centers, stop upgrades, All-Access Corridors, and other projects. Primarily, this will involve staff augmentation in the areas of grant development and management, procurement, engineering and construction, and finance. As is currently our practice, we will continue to use capital funding sources to reimburse the operating budget for eligible costs. We are requesting a total of \$1.4 million in FY2025-26 funding for capital program delivery readiness.

Direct Service Expansion: Initial Choose How You Move service initiatives would include expanded hours of operation for the highly popular Access On Demand program, additional WeGo Link Mobility on Demand zones, and the implementation of a Low-Income Free Fare Subsidy program. Extensive expansion of our fixed route transit service will start halfway through the fiscal year, requiring partial year funding. These changes would not require new fleet or facilities. Examples include off-peak, evening, and weekend frequency enhancements and longer service hours on our frequent network and higher ridership local routes (3, 18, 23, 50, 52, 55, 56). We are requesting a total of \$7.8 million in FY2025-26 funding for direct service expansion.

Reserve Fund: MTA currently does not have a reserve that could be used to fund unanticipated revenue reductions or uncontrollable cost increases. Choose How You Move included a new reserve fund that would hold a minimum of 30% of MTA's estimated operating costs (baseline plus investment). Management is currently pursuing the creation of this reserve, which would be coupled with our line of credit to provide additional financial stability and increase federal funding competitiveness for the Choose How You Move Program. We are requesting \$47.2 million in initial funding in FY2025-26 to meet the minimum 30% requirement.

Reduced Reliance on Federal Capital Funds: For many years, with the original urging of Metro Nashville, MTA has allocated most of its federal capital funding toward the operating budget through two permissible uses by the FTA, preventive maintenance and ADA paratransit. The MTA Board had long expressed the desire to reduce this practice and preserve more capital funds for critical state of good repair needs. In recent years, this need has been mitigated by three significant factors: (1) the availability of pandemic relief funds (fully expended as of FY2024-25), which temporarily allowed MTA to move formula funding back into the capital program; (2) growth in the overall availability of formula funds due to the significant increases in funding provided by the Bipartisan Infrastructure Law; and (3) allocation of capital spending plan funds from Metro Nashville to support significant project funding, including the acquisition of replacement buses and vans. Choose How You Move will provide

significant capital funding for new projects and initiatives, but it notably does not include baseline capital state of good repair funding for the assets we already have. MTA currently uses just 12% or roughly \$3.5 million of our federal 5307 formula fund apportionment for capital needs. To provide a strong foundation for Choose How You Move, we recommend transitioning away from this practice and preserving more funds to help MTA maintain a state of good repair. This would relieve some pressure on Metro Nashville General funds with respect to future Capital Spending Plan allocations for our state of good repair projects.

This investment request is dependent upon capital funding for fleet expansion, transit centers, the bus maintenance facility, and other critical priorities that will be submitted as part of the 2025 Capital Spending Plan.

	FY2024-25 Operating Budget	FY2025-26 Operating Budget Request	Increase/ (Decrease)	Percent Change
<u>Metropolitan Transit Authority</u>				
Metro Operating Subsidy	77,365,900	88,812,600	11,446,700	14.8%
Metro Operating CHYM Investment	-	77,700,000	77,700,000	
Program Revenues				
Operating Income	12,182,280	13,225,224	1,042,944	8.6%
Federal Grant Revenues	26,457,279	18,523,510	(7,933,769)	-30.0%
One-time Federal Relief Funding	6,597,591	-	(6,597,591)	-100.0%
State Operating Assistance	5,394,000	6,272,000	878,000	16.3%
Total Operating Expenses	127,997,050	157,333,334	29,336,284	22.9%
Reserve Fund	-	47,200,000	47,200,000	
<u>Regional Transportation Authority</u>				
Metro Operating Subsidy	2,192,000	2,192,000	-	0.0%
Less Funds Added to Reserve	(65,974)	(36,137)	29,837	
Program Revenues				
Operating Income	1,322,293	1,526,130	203,837	15.4%
Regional Funding	1,182,103	1,382,543	200,440	17.0%
Federal Grant Revenue	5,287,073	5,677,482	390,409	7.4%
One-time Federal Relief Funding	300,000	-	(300,000)	-100.0%
State Operating Assistance	663,400	779,100	115,700	17.4%
Total Operating Expenses	10,880,895	11,521,118	640,223	5.9%

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

Item Number:	M-A-25-011	Meeting Date:	2/27/2025
Item Title:	Election of Vice Chair		

BACKGROUND:

In accordance with the Metropolitan Charter, the Nashville Metropolitan Transit Authority (Nashville MTA) Board shall elect a Chair and Vice-Chair annually. At its July 2024 meeting, the Board elected Gail Carr-Williams as Chair and Janet Miller as Vice Chair for the Board. After this election, Ms. Miller submitted her resignation from the Board to Mayor O'Connell, necessitating the election of a new Vice Chair.

RECOMMENDATION:

Board Secretary and General Counsel Margaret Behm will conduct the election of a new Vice Chair to the MTA Board of Directors.

APPROVED:

Board Secretary

2/27/2025

Date