

Nashville MTA Board Meeting

Tennessee Bankers Association

211 Athens Way | Nashville, TN 37203

October 23, 2025 | 2:30 p.m.

Board Members: Gail Carr Williams, Chair | Aron Thompson, Vice Chair | Jessica Dauphin | Kathryn Hays | Jeff Haynes

1. **Call to Order**
2. **Roll Call**
3. **Approval of September 25, 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-25-028** **P. 9**
 - Monthly Operating Statistics – Andy Burke, COO **M-I-25-029** **P. 16**
 - Upcoming Procurement Projects List – Vince Malone, COSA **M-I-25-030** **P. 22**
6. **Consent Agenda Items** – Pursuant to recent discussions, these action items are routine in nature, tend to be repetitive year over year, and are described in the written agenda materials. As such, they would be voted on as a group to permit more time for discussion of more unusual items. Any Board member can request that any item be removed from the Consent Agenda for further discussion, and the listed staff will be available for questions.
 - Statewide Furnishings Contract, Patrick Hester – DCOO of Assets & Infrastructure **M-A-25-044** **P. 24**
 - QuickTicket Card Purchase – Amanda Vandegrift, Deputy CEO of Finance & Administration **M-A-25-045** **P. 25**
7. **Operations & Finance Committee – Jessica Dauphin, Committee Chair**
 - Body on Chassis Bus Purchase, Patrick Hester – DCOO of Assets & Infrastructure **M-A-25-046** **P. 26**
 - On Call Maintenance Contract Awards, Patrick Hester – DCOO of Assets & Infrastructure **M-A-25-047** **P. 27**
 - Passenger Waiting Shelter Contract Value Increase, D’Nese Nicolosi, Director of Asset Services **M-A-25-048** **P. 29**
8. **New Initiatives & Community Engagement Committee – Aron Thompson, Committee Chair**
 - Winter 2026 Recommended Service Changes and Equity Analysis **M-A-25-049** **P. 31**
Felix Castrodad, Director of Planning
9. **CEO’s Report – Stephen G. Bland, CEO**
10. **Chair’s Report – Gail Carr Williams, Chair**
11. **Other Business**
12. **Adjournment**

Appeal of Decisions

Pursuant to the provisions of § 2.68.030 of the Metropolitan Code of Laws, please take notice that decisions of the Metropolitan Transit Authority Board may be appealed to the Chancery Court of Davidson County for review under a common law writ of certiorari. Any appeal must be filed within sixty days after entry of the final decision of the Board. Any person or other entity considering an appeal should consult with an attorney to ensure that time and procedural requirements are met.

Public Comment

Members of the public attending the meeting may provide comments, which are limited to two (2) minutes per person. Those wishing to speak must sign up on the designated sign-in sheet at least five minutes prior to the scheduled start of the meeting. Speakers are strongly encouraged to review the Metropolitan Transit Authority's Public Comment Policy for additional details.

Nashville Metropolitan Transit Authority

Board of Directors Meeting

September 25, 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, September 25, 2025.

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

Gail Carr Williams, Chair	Debbie Frank, DCEO of Growth & Development
Jessica Dauphin, Member	Amanda Vandegrift, DCEO of Finance & Admin.
Kathryn Hays, Member	Andy Burke, Chief Operating Officer
Jeff Haynes, Member	Vince Malone, Chief of Staff & Administration
Margaret Behm, Board Secretary	Nick Oldham, Chief Safety & Security Officer
Steve Bland, CEO	Patrick Hester, DCOO of Assets & Infrastructure
Monica Howse, Sr. Exec. Asst. & Bd. Liaison	Billy Higgins, Director of Grants Mgmt. & Compliance

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

- III. **Approval of Minutes:** Ms. Hays made a motion to approve the minutes of the Nashville MTA Board meeting held on August 28, 2025. Mr. Haynes 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:

- Peter O'Connor
- James Bristow

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

- Monthly Financial Report Compared to Budget – No questions
- Monthly Operating Statistics – No questions
- Upcoming Procurements – No questions

VI. **Consent Agenda Items:**

- a. **Resolution for FY2026 Annual Grant Applications (M-A-25-036):** Director of Grants Management and Compliance Bill Higgins reported the following:

The Nashville Metropolitan Transit Authority (Nashville MTA) is eligible to receive federal, state, and local funding for transportation projects, provided it complies with federal certifications and assurances.

Federal Transit Administration (FTA) Formula Funds – FY2025:

- 5307 Urbanized Area Funds: \$40,533,360 total with 10% State and 10% Local match.
- 5339 Bus and Bus Facilities Funds: \$1,959,134 total (80% Federal/10% State/10% Local).
- 5310 Enhanced Mobility of Seniors and Individuals with Disabilities (EMSID) Funds: \$1,274,865 Federal, with at least 55% for capital projects; 20% State/Local match for capital, 50% Local match for operating.

Tennessee Department of Transportation (TDOT) Funding – FY2025:

- State Operating Assistance: \$6,272,000.
- Match Assistance: 10% match for federally funded capital or planning projects.
- IMPROVE Act Assistance: Up to \$5 million per capital project (20% match). FY2025 Awards included:
 - Dickerson Pike Transit Center: \$5,000,000
 - Elizabeth Duff Transit Center canopies: \$902,080
 - Myatt training facility expansion: \$1,600,000
 - Elevator rehabilitation and vertical storage upgrades at Nestor, Myatt, and Elizabeth Duff Transit Centers: \$2,464,000

These funding sources support capital, operational, and accessibility improvements across Nashville MTA facilities and services.

Ms. Hays made a motion to approve the Resolution for FY2026 Annual Grant Applications action item. The motion was seconded by Mr. Haynes and unanimously approved by the board.

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

- a. **Annual Pension Overview (OF-D-25-006):** DCEO of Finance and Administration Amanda Vandegrift presented the following item for discussion:

On an annual basis, staff provides the MTA Board with an overview of the DTO/ATU Local 1235 Pension program. She indicated that, while the MTA and its Board hold no fiduciary responsibility for the plan, the MTA is the financial guarantor of the plan in the highly unlikely event that the plan were to be terminated, and there were any unfunded financial liabilities.

The Disability and Retirement Plan of the Davidson Transit Organization (DTO) and Local 1235 of the Amalgamated Transit Union (the Plan) were originally established in 1945 by Southern Coach Lines, Inc. and the Nashville Transit Company. In 1964, the Urban Mass Transportation Act (UMTA) required privately owned transit facilities and assets to be acquired and operated by public transit authorities. To secure federal funding and maintain collective bargaining rights in a state prohibiting public-sector unionization, a private managerial commission was created to operate the service, employ transit workers, manage labor relations, and negotiate collective bargaining agreements. The Plan was assumed by the new Nashville and Chattanooga transit authorities and the respective ATU Locals 1235 and 1212.

On August 1, 1989, Plan assets were divided between Nashville and Chattanooga under a Division Agreement executed by the four parties. Transportation Management of Tennessee Inc. (now DTO) assumed the Plan's rights, duties, and liabilities. Following decades of litigation, the Plan was recognized as a governmental plan by the Pension Benefits Guaranty Corporation in 1998, strengthening its long-term financial stability.

The Plan is a defined benefit plan requiring a combination of age and years of service (Rule of 84) to qualify. Full-time employees must join after 90 days, with a 7-year vesting period. Oversight is provided by a four-member Pension Committee, consisting of two ATU members and two DTO management employees (currently the Chief Administrative Officer and Deputy CEO for Finance & Administration). The Committee meets quarterly with the Plan trustee, currently Regions Bank's Division of Wealth Management, which makes investment decisions guided by the Committee's investment policy.

Ms. Hays inquired about who conducts the audit of the Plan. CEO Bland responded that the plan has its own auditors who report to the trustees, but that MTA's auditors review the representations of the plan as are pertinent to MTA's long-term role as guarantor as part of the

annual MTA financial audit. Ms. Behm went on to clarify that the Board holds no fiduciary responsibility for the pension plan; this item is presented primarily for informational purposes, so the Board is aware of the Plan's status. Ms. Hays also asked about funding shortfalls and whether MTA adjusts contributions accordingly. CEO Bland replied in the affirmative and indicated that annual employer contributions to the plan have historically met or exceeded the suggested annual contributions determined by the actuarial valuation of plan assets and liabilities. He added that Members can get a good snapshot of the plan in the monthly financial statements, where pension assets and liabilities and liabilities for other post-employment benefits (OPEB) are reported on the balance sheet.

There was no further discussion.

- b. Nestor Parking Lot Rehabilitation (M-A-25-037):** DCOO of Assets & Infrastructure Patrick Hester presented the following item for action:

The Nestor Facility serves as a critical operational hub for WeGo Public Transit. The parking lot rehabilitation project will upgrade the westside employee lot, visitor lot, and WeGo Access lot by addressing safety concerns, drainage issues, ADA compliance gaps, and inefficient traffic flow. Key improvements include full-depth pavement reconstruction, seal coating, ADA ramp upgrades, striping, curbing, enhanced lighting and security, concrete sidewalks, trench repairs, improved site access, and the addition of EV charging infrastructure. These enhancements will improve operational efficiency, safety, accessibility, and long-term resilience of the transit infrastructure.

The Invitation to Bid (ITB) was issued on May 16, 2025, via OpenGov and Transit Talent, circulated to select contractors, and distributed to over 60 S/M/WBE and DBE firms. A DBE participation goal of 16.6% was established. Two bids were received by the June 23, 2025, deadline, with BC Mason Group identified as the lowest responsive bidder, committing to the 16.6% DBE goal.

During the discussion, Ms. Hays inquired whether the proposed security and safety measures align with current standards. Mr. Hester confirmed that the new lighting, cameras, and security posts align with the security initiatives identified in prior agency assessments and the Marine Tiger initiatives. These upgrades will improve parking lot safety and support the Archangel contracted security staff at Nestor and other facilities, including new guard shacks and security structures.

Mr. Haynes inquired about underground work that might require the use of contingency funds. Mr. Hester explained that the Nestor site has poor subgrade conditions due to fill material, which may require excavation, compaction, and rebuilding, likely using some contingency funds. Additional infrastructure work for electrical, lighting, cameras, as well as grading issues and unsuitable surface conditions, could also present challenges.

There is a one-year warranty for the project and an annual maintenance plan to follow, though no recent prior work exists in this specific section. No known underground tanks or utilities are expected to interfere, though unexpected issues are always possible.

Staff recommended that the Board authorize the Chief Executive Officer to enter a contract with BC Mason Group for \$1,556,535 for the Nestor Parking Lot Rehabilitation Project. Due to the nature of this project, which involves potential unknowns related to subsurface conditions, staff also requests that the Board approve a 30% contingency (\$466,960), bringing the total project budget to \$2,023,500. This project is part of the capital plan under the State of Good Repair for Nestor Improvements, utilizing FTA 5307 and 5339 formula funds with state and local matching contributions.

Ms. Dauphin recused herself from both making a recommendation and voting on this item. Ms. Hays made a motion to approve the Nestor Parking Lot Rehabilitation action item. Mr. Haynes seconded the motion, and it was unanimously approved by the board.

- c. **Nestor Roof Rehabilitation (M-A-25-038)**: DCOO of Assets & Infrastructure Patrick Hester presented the following item for action:

The roof at the Nestor Facility has exceeded its service life and shows deterioration, including ponding, seam failure, and insulation damage. Rehabilitation is required to maintain structural integrity, protect building assets, and ensure a safe working environment. The project includes membrane replacement, insulation and decking repairs, new EPDM roofing, gutter and downspout installation, and upgrades to meet R-30 insulation and drainage standards.

Staff recommended the Board authorize the Chief Executive Officer to execute a contract with RSS Nashville, Inc. for the rehabilitation of the Nestor Roof in the amount of \$1,418,107.00. The agency also recommends acceptance of two contract alternates—\$420,645.00 for an additional roof section and \$256,532.00 for structural engineering services—totaling \$677,177.00. In addition, staff requests Board approval of a 20% contingency (\$419,000) to account for potential unforeseen conditions, establishing a total project budget of \$2,514,284.00.

This project is included in the capital plan as part of the State of Good Repair initiatives for Nestor facility improvements and will be funded using FEMA and FTA Sections 5307 and 5339 formula funds, with required state and local matching contributions.

During the discussion, Ms. Dauphin inquired about the potential impact of the future Nestor relocation, and Mr. Hayes asked about square footage and anticipated unforeseen conditions. Mr. Hester stated that few unforeseen conditions are expected.

Ms. Dauphin recused herself from both making a recommendation and voting on this item. Ms. Hays made a motion to approve the Nestor Roof Rehabilitation action item. Mr. Haynes seconded the motion, and it was unanimously approved by the board.

- d. **Myatt Lot Rehabilitation (M-A-25-0039)**: DCOO of Assets & Infrastructure Patrick Hester presented the following item for action:

The Myatt Employee Parking Lot at 430 Myatt Drive in Nashville requires rehabilitation due to aging pavement and routine wear. The project will improve safety and accessibility with pavement reconstruction, seal coating, ADA upgrades, erosion control, drainage improvements, and new pavement markings. These improvements support WeGo Public Transit's State of Good Repair objectives and ensure operational continuity at the Myatt Facility, a key operations, maintenance, and training site.

Staff requested that the Board authorize the Chief Executive Officer to enter a contract with Byrne and Jones Construction for \$359,990.00 to rehabilitate the Myatt Employee Lot. Due to the nature of this project, specifically with unknowns associated with subsurface conditions, staff also request that the Board authorize a contingency of 20% (\$71,998.00) for a total project budget of \$431,988.00. This project is part of the capital plan under the State of Good Repair for Myatt Improvements, utilizing FTA 5307 and 5339 formula funds with state and local matches.

Ms. Dauphin asked whether the Training Lot had been previously discussed. CEO Bland clarified that it was a separate project that had already been completed. She also inquired about the overall timeline for the rehabilitation projects. Mr. Hester responded that work would commence following Board approval, after a pre-construction meeting and scheduling process.

While some projects may overlap, the work will be phased to allow for proper staffing and coordination.

Ms. Dauphin recused herself from making a recommendation and from voting on this item. Ms. Hays motioned to approve the Myatt Employee Parking Lot Rehabilitation action item. The motion was seconded by Mr. Haynes and unanimously approved by the board.

- d. **Murfreesboro & Thompson Place Transit Stop Improvements (M-A-25-040):** Director of Engineering, Construction, and Project Management, Lydia Benda, presented the following item for action:

The design for the Murfreesboro Pike and East Thompson Lane/Thompson Place Transit Stop Improvements is complete. The project upgrades three stops at the intersection and adds ADA-compliant sidewalks, pedestrian crossings, storm drainage improvements, and a new bus-only/shared right-turn lane with signal modifications.

Construction is expected to last 4–6 months. Bids were received on September 12, 2025, with BC Mason Group submitting the lowest responsive bid of \$1,229,879.12. With a 25% contingency, the total project cost is \$1,537,348.90, which is well below the engineer's estimate of \$2,059,533.60.

Ms. Hays asked Ms. Benda to confirm if the blue line shown on the chart indicates that there are no sidewalks. Ms. Benda confirmed this and explained that the sidewalks are being added to enhance safety.

Ms. Dauphin recused herself from making a recommendation and from voting on this item. Ms. Hays motioned to approve the Murfreesboro & Thompson Place Transit Stop Improvements action item. The motion was seconded by Mr. Haynes and unanimously approved by the board.

- f. **eVision CO1 Expanded Consulting Services (M-A-25-041):** Director of Engineering, Construction, and Project Management, Lydia Benda, presented the following item for action:

In May 2024, the Board approved up to \$1.55 million for the implementation of the Oracle Unifier Project Controls system to centralize project data, enhance cost management, and support compliance reporting. By September 2025, the system was configured for production, with data uploads and integration with the Sage financial system in progress. eVision Partners has been providing critical support throughout the implementation.

As the project progressed, the scope significantly expanded—from 4 to 12 system interfaces, additional consulting needs, and increased complexity due to organizational changes. This led to a greater need for vendor coordination, user support, and staff training.

To address these demands, staff recommended Board approval of Change Order 1 with eVision Partners for \$24,000 (plus 5% contingency), funded partly through contingency reallocation. This extension will ensure successful integration, user readiness, and long-term sustainability of the system.

Staff also requested authorization from the CEO to approve the change order. Funding will come from FTA Section 5307 funds, with 10% State and 10% Local matching contributions.

The Operations & Finance Committee recommended a motion to approve the eVision CO1 Expanded Consulting Services action item. The motion was seconded by Ms. Hays and unanimously approved by the board.

- g. **MNPD Memorandum of Understanding (M-A-25-042):** Chief Safety & Security Officer Nick Oldham presented the following item for action:

In 2017, DTO contracted with the Metropolitan Nashville Police Department (MNPd) to provide security at the Elizabeth Duff Transit Center at WeGo Central. Ensuring a safe environment for customers and employees has remained a priority, with MNPd serving as a key partner.

In June 2023, MNPd's Secondary Employment Unit (SEU) announced a price increase for off-duty officers, leading to reduced participation and occasional gaps in coverage. To address this, DTO transitioned to a Memorandum of Understanding (MOU) in July 2023. Under the MOU, officers receive regular overtime pay (credited toward pensions) rather than a flat fee, which increased participation rates to nearly 80%.

The MOU now requires renewal for FY26, with projected costs of \$988,536 for officer hours, \$508,080 for Sergeant/Lieutenant hours, and \$131,400 for patrol vehicle hours—a total of \$1,628,016. This reflects an increase from the FY25 budget of \$1,374,464, driven by added coverage at the new North Nashville Transit Center (launched July 2025) and expanded shifts at the Elizabeth Duff Transit Center.

Staff requested that the Board give the Chief Executive Officer the authority to enter into an MOU with the Metropolitan Nashville Police Department's Secondary Employment Unit in an amount not to exceed \$1,628,016 to provide the added security of Metro Nashville Police Department police officers and patrol cars at the Elizabeth Duff Transit Center at WeGo Central and the Rip Patton North Nashville Transit Center.

Mr. Bland clarified that this recommended Memorandum of Understanding was consistent with prior year approaches toward the use of MNPd's Secondary Employment Unit. MTA staff and General Counsel are currently working with MNPd leadership and Metro Legal to develop a new Memorandum of Understanding that would govern the relationship of the two entities as the planned Transit Policing Unit is deployed.

The Operations & Finance Committee recommended a motion to approve the MNPd Memorandum of Understanding action item. The motion was seconded by Ms. Hays and unanimously approved by the board.

VIII. New Initiative & Community Engagement Committee Report: In the absence of Committee Chair Aron Thompson, Chair Carr Williams introduced the following items for action:

a. Title VI Program Adoption (M-A-25-043): Director of Planning Felix Castrodad presented the following item for action:

Title VI of the Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin in programs receiving federal funding. The Federal Transit Administration (FTA) requires agencies like the MTA to update and submit a Title VI Program every three years. MTA's current Title VI Program was approved in December 2022, and the next update is due by the end of 2025.

The program outlines service standards, major service change policies, protections against disparate impacts and disproportionate burdens, oversight of sub-recipients, and includes a Language Assistance Plan (LAP) and Public Participation Plan (PPP). The PPP guides how MTA engages with minority and limited English proficiency communities and details how public input is gathered and considered.

The 2025 update reflects new census data and findings from a 2022 onboard passenger survey. A draft of the updated program was released for a 21-day public comment period from July 31 to August 18, 2025, with opportunities for public input via multiple channels, including public hearings and digital platforms.

Ms. Dauphin inquired whether the percentages referenced applied specifically to riders or to the overall Davidson County population. Mr. Castrodad clarified that the 35–46% figures were based on countywide census data, whereas rider-specific data from the Origin-Destination (OD) survey indicated an increase in minority and low-income ridership from 59% to 64%. Chair Carr Williams expressed her appreciation for the program's inclusivity and commended WeGo for going above and beyond the requirements.

The Operations & Finance Committee recommended a motion to approve the Title VI Program Adoption action item. The motion was seconded by Ms. Hays and unanimously approved by the board.

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

1. Following the successful launch of the first phase of service expansion under the Choose How You Move initiative in July; Planning and Service Development staff are now preparing for the next phase scheduled for January. Recommended changes will come before you in October and, given current fleet constraints, focus on off-peak improvements. These include extending Sunday service hours to align with Monday–Saturday, increasing midday frequency on routes 3 and 52, adding a 19th WeGo Link zone, and enhancing evening service on route 7. Staff have already hosted several in-person and virtual public meetings, with one final meeting on October 7. Public comments will be accepted through October 10, with final recommendations presented at the October meeting.
2. Work also continues on the Journey Pass program in partnership with the Mayor's Office and social service agencies. This initiative will provide free transit passes for income-eligible individuals and families with costs reimbursed through Choose How You Move. Public input is being gathered, and a Title VI analysis will be conducted before the program is presented for Board approval in October.
3. WeGo is excited to expand our Community Impact Partnership with the Tennessee Titans. In collaboration with NDOT and MNPd, WeGo buses now have access to dedicated lanes near Nissan Stadium on game days. As last year, the WeGo Star operates for all Titans home games, and the Titans are covering lost revenue so that public transportation across Davidson County is free on game days. New this year are suburban express routes from Bellevue and from Gallatin/Hendersonville in Sumner County. Early results are strong: WeGo Star averaged 1,090 trips per game; Bellevue Express, 180 trips; Sumner County Express, 285 trips; and overall, Sunday ridership increased 24% to about 4,000 additional trips.
4. In addition, WeGo is piloting dedicated bus lanes on 4th Avenue on Friday and Saturday evenings to address downtown congestion. Early lessons show significant promise for long-term customer benefits.
5. Last weekend, WeGo held its Annual Bus and Maintenance Rodeo, a popular family event showcasing operator and technician excellence. Winners included:
 - Bus Maintenance – 1st: Troy Willis, 2nd: Francis Winston, 3rd: Pedro Ochoa, 4th: Marteece Covington
 - Access Van – 1st: Scott Wallace, 2nd: Jerome Horton, 3rd: Joyce Banks
 - 40-foot Bus – 1st: Mark Johnson, 2nd: Scott Wallace, 3rd: Jerome Horton

Top finishers will advance to the TPTA statewide rodeo in Knoxville and, potentially, the international competition.

6. Development and Finance staff are finalizing Metro's capital spending plan submissions for the upcoming year. As with the operating budget, requests will include both base capital needs and expansion proposals supported by Choose How You Move funding.

7. Earlier this month, several of us attended the American Public Transportation Association's annual meeting in Boston. This is the largest U.S. gathering of transit professionals and provides valuable opportunities for information sharing and collaboration.
8. On the RTA side,
 - o Design work is progressing on improvements to Donelson Station, which include a 6-bay transit center, roadway and utility relocations, a new traffic signal, and quiet zone improvements at two grade crossings. Designs are now at 60% completion, with the final design expected in early 2026 and construction bidding mid-year.
9. In conclusion, CEO Bland expressed gratitude to Lydia Benda on her retirement. After seven years of outstanding service, Lydia established WeGo's Engineering function and leaves behind a strong legacy, including passenger stop and pedestrian safety improvements, as well as systems that will ensure projects continue to be delivered on time and within budget.
- X. **Chair's Report:** Chair Carr Williams expressed appreciation for the team's work on infrastructure and facility improvements, emphasizing that strong facilities are essential for good transit. She thought the pension discussion was good, highlighting its importance to the organization's culture of caring for its people. She also underscored the importance of safety and accessibility in transit. With humor, she acknowledged the Titans' partnership and encouraged continued community pride. Finally, she honored Lydia for her contributions, celebrating her impact on the city's infrastructure and wishing her joy in retirement with her family.
- XI. **Other Business:** Mr. Haynes mentioned the 30 acres east of Nestor that has gone on the market, and property that this board may want to look at as we continue to talk about the investments in the Nestor location.
- XII. **Adjournment:** With no further business, the meeting adjourned at 3:37 p.m.

Attested:

Gail Carr Williams
Chair

Margaret L. Behm
Board 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-25-028	Meeting Date:	10/23/2025
Item Title:	Monthly Financial Report Compared to Budget		

BACKGROUND:

Attached is a preliminary summary of the statement of operations for the month of August 2025 compared to the Board-approved fiscal year (FY) 2026 budget. Total revenues during the first two months of the fiscal year were 2.0% lower than budgeted levels due to two ongoing revenue trends:

- The Journey Pass Program will be implemented by the end of the calendar year and was not yet active in August, resulting in zero fare revenues related to the Journey Pass Program. These July and August revenues were instead classified as part of MTA's local surtax (or Choose How You Move) operating allocation. We expect next month's financial report to reflect the first Journey Pass revenues associated with the September 1st launch of program testing with several Metro department partners.
- Investment income in July and August was lower than budgeted due to the recent renewal of MTA's banking contract and the pending establishment of an investment account under that new contract for the new MTA Reserve Fund. On September 29, 2025, a total of \$34,250,000 in MTA reserve funds were invested through US Bank's Goldman Sachs fund (4.01% interest rate as of 9/29/2025), which is anticipated to generate over \$1 million in additional operating revenues for the MTA in FY2026. This follows MTA's investment and reserve fund policies, respectively.

Expenses were 4.5% lower than anticipated due to the following key trends:

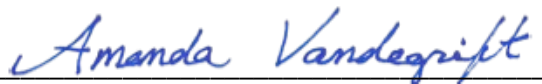
- Fixed-Route Bus Operations category expenses were 10.5% lower than budgeted in July and 2.1% higher than budgeted in August. This reflects a spike in new hires that were in training in July and the release of 26 new operators into service in August.
- Asset Maintenance category expenses were 4.9% lower than budgeted in the first two months of the fiscal year, which was due to favorable fuel prices and a favorable fuel hedging contract, lower-than-anticipated parts expenses, and open positions.
- Employee Benefits category expenses were 11.1% higher than budgeted in July due to the July 4th holiday and vacation/sick day use during the month. In contrast, August expenses aligned closely with the budget. We will continue to monitor expenses in this category as we advance through the fiscal year.
- Safety & Security category expenses were 15.6% lower than budgeted in the first two months of the fiscal year, primarily due to the timing of implementation for the Transit Police Unit and Ambassador Program, which are anticipated later in the fiscal year.
- Expenses in the Administration (25.4%), Customer Communications (23.5%), and Planning & Development (10.9%) categories were each lower than budgeted for the first two months of the fiscal year due to open positions and lower-than-anticipated network contract maintenance expenses and marketing/advertising costs.

As of August 31, 2025, RTA owed Nashville MTA approximately \$570,402 for services provided. In turn, MTA owes RTA approximately \$60,556 for fares collected.

CURRENT STATUS:

Deputy CEO for Finance & Administration Amanda Vandegrift will be available to answer questions.

APPROVED:



Deputy CEO of Finance and Administration

10/23/2025

Date

August 2025 Operating Revenue by Category:

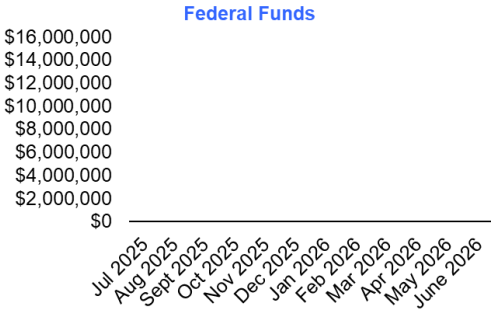
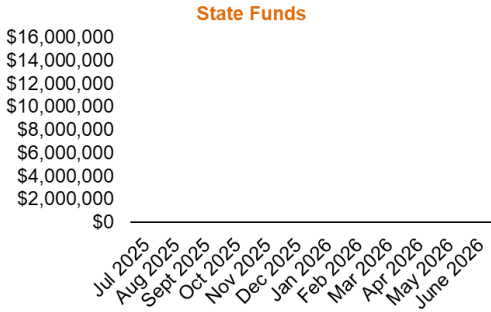
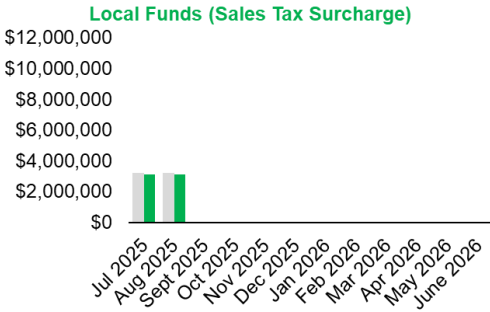
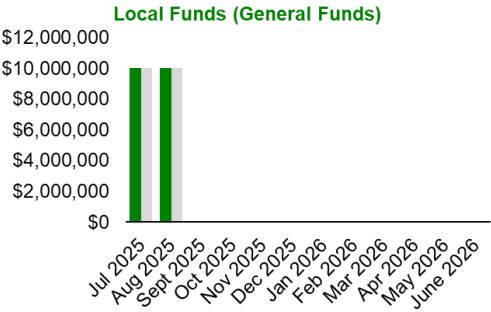
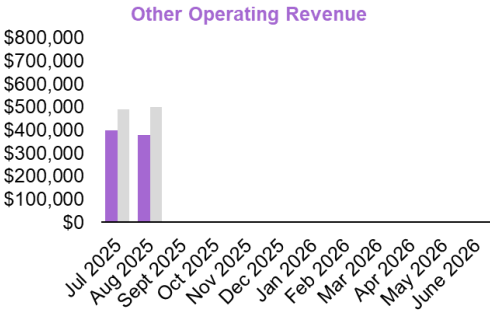
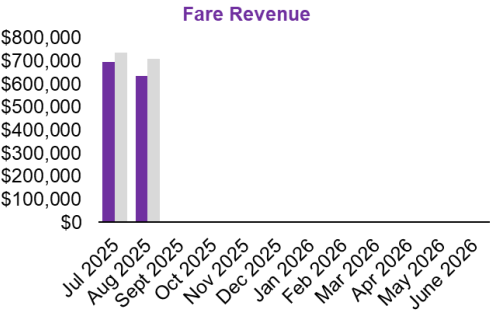
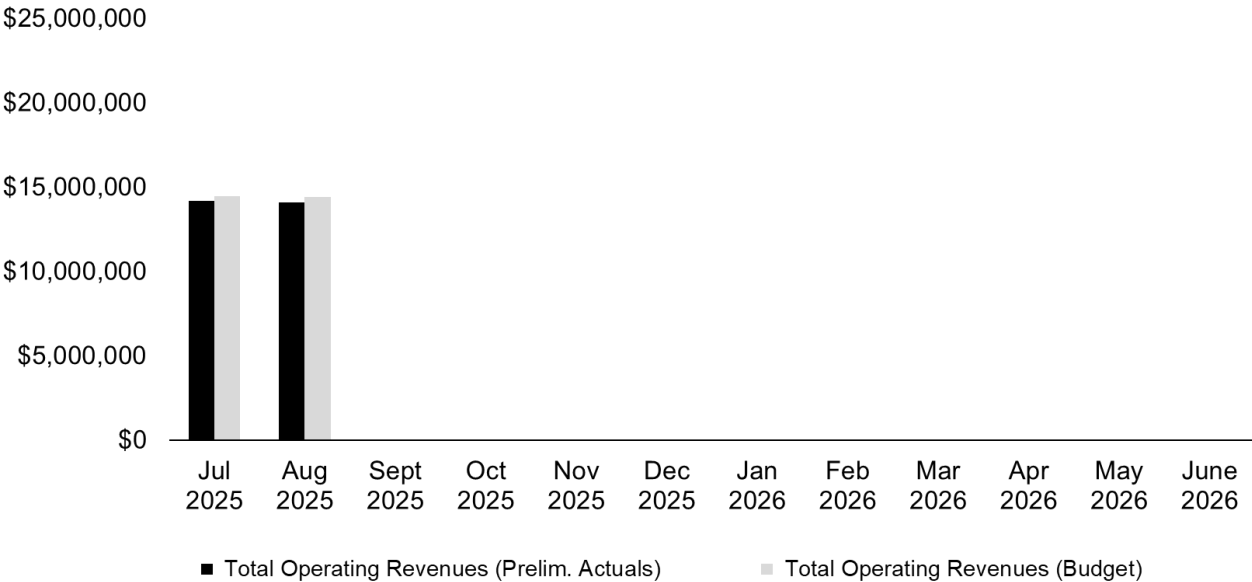
	Aug 2025	Fiscal Year To Date	Approved FY 2026 Budget	% Budget To Date
Passenger Revenues (Budget)	706,970	1,443,740	8,587,250	17%
Passenger Revenues (Actuals)	634,348	1,329,587		15%
Other Operating Revenues (Budget)	499,819	990,410	5,893,230	17%
Other Operating Revenues (Actuals)	379,790	778,974		13%
Local Funds (General Funds) (Budget)	10,000,000	20,000,000	77,212,600	26%
Local Funds (General Funds) (Actuals)	10,000,000	20,000,000		26%
Local Funds (Sales Tax Surcharge) (Budget)	3,228,341	6,456,682	38,740,100	17%
Local Funds (Sales Tax Surcharge) (Actuals)	3,100,000	6,200,000		16%
State Funds (Budget)	-	-	6,272,000	-
State Funds (Actuals)	-	-		-
Federal Funds (Budget)	-	-	20,967,520	-
Federal Funds (Actuals)	3,090	3,090		-
Total Operating Revenues (Budget)	14,435,130	28,890,832	157,672,700	18%
Total Operating Revenues (Actuals)	14,117,229	28,311,651		18%

August 2025 Operating Expenses by Category:

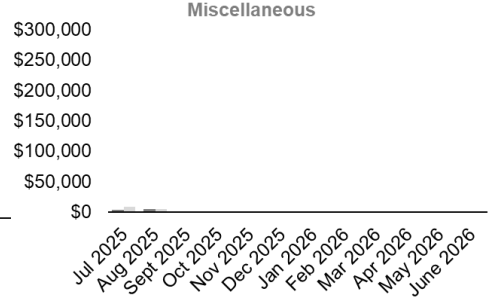
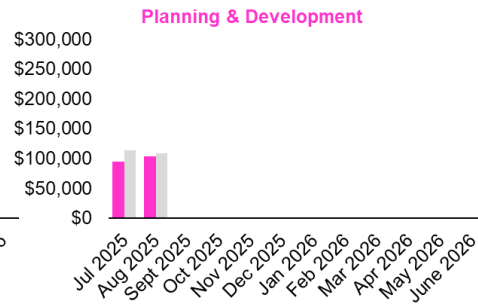
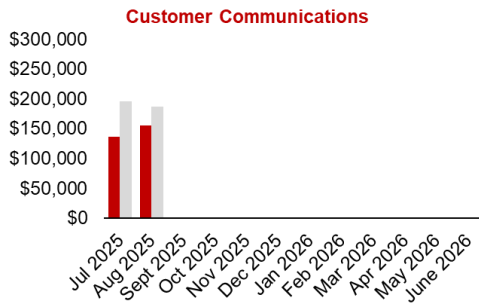
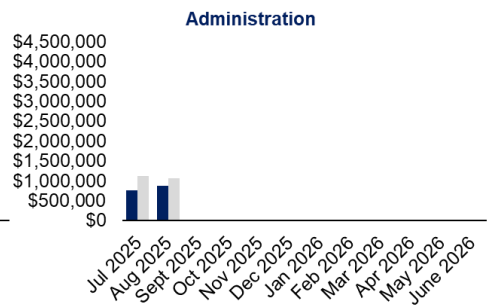
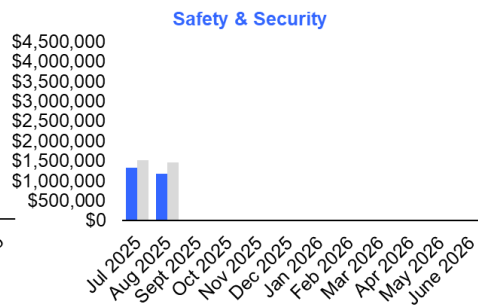
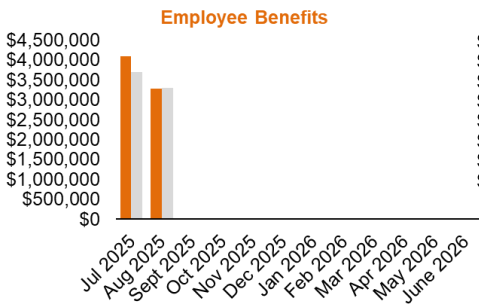
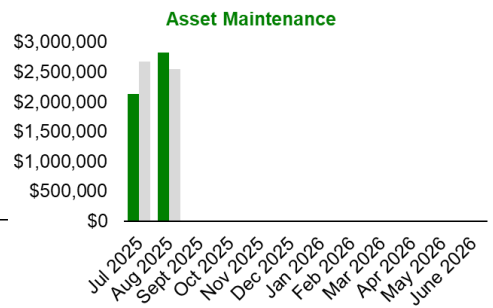
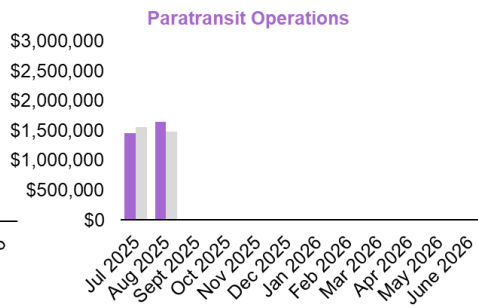
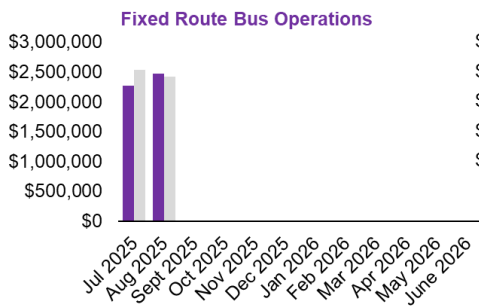
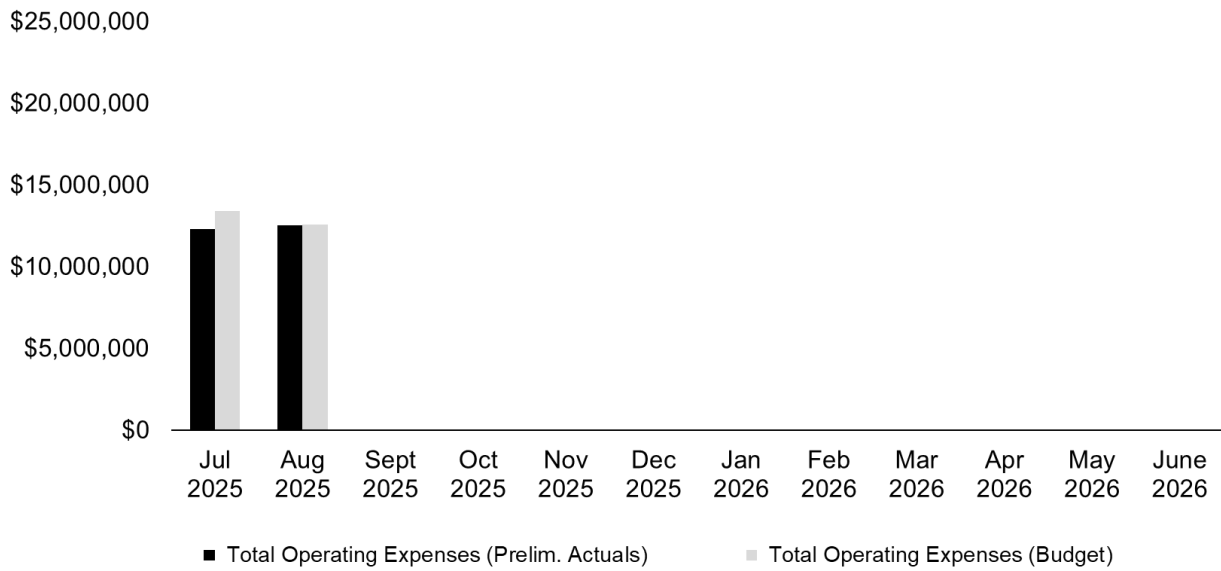
	Aug 2025	Fiscal Year To Date	Approved FY 2026 Budget	% Budget To Date
Fixed Route Bus Operations (Budget)	2,422,230	4,956,960	29,496,690	17%
Fixed Route Bus Operations (Actuals)	2,471,945	4,740,516		16%
Paratransit Operations (Budget)	1,485,090	3,040,880	17,962,510	17%
Paratransit Operations (Actuals)	1,647,482	3,103,255		17%
Asset Maintenance (Budget)	2,548,810	5,218,920	30,827,860	17%
Asset Maintenance (Actuals)	2,824,827	4,961,074		16%
Employee Benefits (Budget)	3,298,330	6,993,840	44,345,980	16%
Employee Benefits (Actuals)	3,275,603	7,380,336		17%
Safety & Security (Budget)	1,454,110	2,963,490	18,509,950	16%
Safety & Security (Actuals)	1,169,928	2,500,975		14%
Administration (Budget)	1,067,240	2,184,270	12,883,870	17%
Administration (Actuals)	865,858	1,628,697		13%
Customer Communications (Budget)	186,370	381,650	2,274,230	17%
Customer Communications (Actuals)	155,435	292,019		13%
Planning & Development (Budget)	108,410	222,000	1,311,070	17%
Planning & Development (Actuals)	103,218	197,880		15%
Miscellaneous (Budget)	4,500	13,500	60,540	22%
Miscellaneous (Actuals)	4,330	7,540		12%
Total Operating Expenses (Budget)	12,575,090	25,975,510	157,672,700	16%
Total Operating Expenses (Actuals)	12,518,626	24,812,292		16%

Fully Allocated Expenses <i>less third-party Access providers and RTA management</i>	11,377,911	\$182.74 FY2026 Goal
Revenue Hours	61,587	
Cost per Revenue Hour	\$184.75	

Operating Revenue Monthly Comparisons FY 2026 Actuals vs Budget



Operating Expenses Monthly Comparisons FY 2026 Actuals vs Budget



**Statement of Operations Compared to Budget
For the Period Ending August 2025**

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	591,961	658,160	(66,199)	1,316,752	1,245,701	1,343,990	(98,289)	8,045,250
WeGo Access Revenue	42,387	48,810	(6,423)	109,615	83,887	99,750	(15,863)	542,000
Contract Revenue	265,243	281,270	(16,027)	525,001	541,593	548,470	(6,877)	3,255,950
Community Impact Partnership Revenue	-	-	-	-	-	-	-	-
Other Non-Transportation Revenue	114,547	218,549	(104,002)	263,794	237,380	441,940	(204,560)	2,637,280
Total Operating Revenue	1,014,139	1,206,789	(192,651)	2,215,162	2,108,561	2,434,150	(325,589)	14,480,480
Federal/State/Local Income								
Local Operating Assistance - General Fund	10,000,000	10,000,000	-	20,468,907	20,000,000	20,000,000	-	77,212,600
Local Operating Assistance - Sales Tax Surcharge	3,100,000	3,395,008	(295,008)	-	6,200,000	6,790,016	(590,016)	40,740,100
Contra Acct - Journey Pass Program	-	(166,667)	166,667	-	-	(333,334)	333,334	(2,000,000)
State Operating Assistance	-	-	-	-	-	-	-	6,272,000
CMAQ Operating Revenues	-	-	-	-	-	-	-	6,272,000
Mobility Mgmt / CHSTP Admin Time	-	-	-	-	-	-	-	-
CARES Act Operating Reimbursement	-	-	-	-	-	-	-	-
American Rescue Plan Op Reimbursement	-	-	-	-	-	-	-	-
Total Assistance Income	13,100,000	13,228,341	(128,341)	20,468,907	26,200,000	26,456,682	(256,682)	128,496,700
Capital Income								
Capital Operating Reimbursement	3,090	-	3,090	129,808	3,090	-	3,090	17,467,520
Capital ADA Reimbursement	-	-	-	-	-	-	-	3,500,000
Total Capital Income	3,090	-	3,090	129,808	3,090	-	3,090	20,967,520
Total Revenue	14,117,229	14,435,130	(317,901)	22,813,877	28,311,651	28,890,832	(579,181)	163,944,700
Labor & Fringes	8,353,236	8,387,840	(34,604)	14,951,150	17,331,069	17,415,170	(84,101)	105,901,650
Services	2,251,145	2,448,090	(196,945)	2,738,691	4,261,402	5,009,970	(748,568)	30,759,620
Fuel & Lubricants	564,614	556,580	8,034	1,056,509	1,034,281	1,139,640	(105,359)	6,731,870
Parts, Materials & Supplies	902,975	649,030	253,945	1,196,178	1,325,708	1,329,050	(3,342)	7,850,550
Utilities	101,747	133,940	(32,193)	202,175	217,639	274,240	(56,601)	1,619,810
Casualty & Liabilities	288,018	316,390	(28,372)	578,751	580,188	632,780	(52,592)	3,796,680
Other Miscellaneous Expenses	56,891	83,220	(26,329)	112,960	62,006	174,660	(112,654)	1,012,520
Total Expenses	12,518,626	12,575,090	(56,464)	20,836,414	24,812,292	25,975,510	(1,163,218)	157,672,700
Surplus/(Deficit) before GASB 33	1,598,603	1,860,040	(374,365)	1,977,462	3,499,359	2,915,322	(1,742,399)	6,272,000
CARES Act Capital Reimbursement	-	-	-	6,247	-	-	-	-
Capital Asset Purchases	1,284,837	-	1,284,837	2,155,753	3,342,290	-	3,342,290	-
Amortized Rental Revenue	49,167	-	49,167	98,334	98,334	-	98,334	-
GASB 75 OPEB	-	-	-	-	-	-	-	-
Interest Exp - Cap Lease	(20,971)	-	(20,971)	(41,469)	(41,923)	-	(41,923)	-
(Loss)Gain on Sales	-	-	-	-	-	-	-	-
Amortization Exp	(8,409)	-	(8,409)	(16,818)	(16,818)	-	(16,818)	-
Depreciation net of Sub-Recip	(2,300,841)	-	(2,300,841)	(4,307,256)	(4,262,985)	-	(4,262,985)	-
Surplus / (DEFICIT)	602,385	1,860,040	(1,370,583)	(127,747)	2,618,257	2,915,322	(2,623,501)	6,272,000

Metropolitan Transit Authority
Summary Comparative Balance Sheet
For the Period Ending August 2025
Unaudited

	This Month August	Fiscal YE 2025 June
ASSETS		
CURRENT ASSETS		
Cash and Equivalents	37,971,019	21,759,167
Receivables from Federal, State, and Local Gov't	3,784,513	5,166,928
Accounts Receivable	2,590,352	2,666,666
Material and Supplies	7,586,800	6,520,240
Prepaid Expenses and Other	4,588,139	2,261,728
Pension and OPEB Deferred Outflow	32,868,326	32,868,326
TOTAL CURRENT ASSETS	89,389,149	71,243,055
PROPERTY AND EQUIPMENT		
Land	14,733,025	14,733,025
Buildings, Shelters, and Benches	147,420,078	147,215,778
Revenue Equipment and Parts	226,184,026	221,567,456
Office Furniture and Equipment	7,912,121	7,952,523
Work in Progress	6,485,407	5,936,315
	402,734,657	397,405,097
Less Accum Depreciation and Amortization	(218,921,648)	(214,620,449)
TOTAL PROPERTY AND EQUIPMENT, NET	183,813,009	182,784,648
OTHER ASSETS		
Cash and Restricted Investments for Self Ins	34,815,942	18,350,093
Metropolis Lease Receivable LT	-	-
North Nashville Property (Lease)	7,063,765	7,063,765
TOTAL OTHER ASSETS	41,879,707	25,413,858
TOTAL ASSETS	315,081,865	279,441,561
LIABILITIES		
CURRENT LIABILITIES		
Accounts Payable	7,767,836	7,663,678
Accrued Expenses	9,243,053	9,117,819
Deferred Revenue	186,699	226,562
CHYM Reserved Revenue	16,465,000	-
Notes Payable	-	-
TOTAL CURRENT LIABILITIES	33,662,588	17,008,059
NON-CURRENT LIABILITIES		
Long Term Deferred Rent Revenue	4,329,099	4,427,433
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	133,311,762	133,410,096
NET ASSETS		
Invested in Capital Assets	179,483,910	100,599,145
Unrestricted	(34,469,476)	12,104,650
Current Year Surplus(Deficit)	3,093,081	16,319,611
TOTAL NET ASSETS	148,107,515	129,023,406
TOTAL LIABILITIES AND NET ASSETS	315,081,865	279,441,561

	Current	> 30 days	> 60 Days	> 90 days	Total
Accounts Receivables	\$2,115,271	\$382,447	\$59,166	\$33,468	\$2,590,352
	81.7%	14.8%	2.3%	1.3%	100%
Accounts Payable	\$7,527,020	\$8,324	\$139,819	\$92,673	\$7,767,836
	96.9%	0.1%	1.8%	1.2%	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-25-029	Meeting Date:	10/23/2025
Item Title:	Monthly Operating Statistics		

BACKGROUND:

Attached are the monthly operating statistics through August 2025.

Ridership and Productivity

We continued the fiscal year with steady results in August. Fixed route ridership totaled 802,534, nearly flat year-over-year (-0.1% vs. August 2024). This was largely driven by the fact that there was one fewer weekday in 2025 compared to 2024. On a normalized basis, average weekday ridership averaged 29,461, a 0.8% increase compared to August 2024, average Saturday ridership was up 2.8% and average Sunday ridership was up 4.3% year-over-year. Productivity was 15.6 passengers per revenue hour, down 1.9% from last year but still above the goal.

Access ridership continued to grow strongly, with 41,255 trips, up 21.5% year-over-year.

- Core ADA Access: Demand held steady year-over-year. Trips were distributed 52% in-house and 48% through providers. OTP was 94.2% for in-house and 96.2% for providers, with fewer than 0.33% of trips generating a complaint.
- Access on Demand & WeGo Flex: Access on Demand trips increased 50%, with weekend service making up 20% of trips. As a reminder, we initiated Access on Demand weekend service this past May, leading to much of the increase in this category. Notably, 35% of trips involved mobility devices. The initiation of WeGo Flex (a program by which riders can opt into allowing us to assign their trips to alternate providers when necessary) was a significant contributor to a strong improvement in on-time performance for both in-house and contracted trips.
- WeGo Link: Trips increased by 1,900 compared to August 2024, continuing steady growth.

Service Metrics

On-time performance (OTP) averaged 81%, down 1.2% year-over-year, and below the 85% target. Routes in the southeast corridor were particularly susceptible to delay.

Trip completion was 99.74%, essentially flat compared to 99.76% last year. The main causes of missed service were mechanical (50.1%), accidents (12.4%), and operator issues (9.4%), together accounting for 72% of missed service. In context, a trip completion percentage of 99.74% means that between 2 and 3 trips are lost for every 1,000 trips provided.

Safety

55 total accidents were recorded in August, with 34 of them determined to be preventable. Accident types included sideswipes (most common), one preventable backing, three non-preventable rear-end, and two non-preventable T-bones. There were also 7 safety violations. Training focuses on mirror use, vehicle walk-arounds, and shelter clearance.

Operator Workforce and Recruitment

Recruitment and workforce stability remain a focus. The ManPower RPO contract is in motion, supplying up to

150 operators and 20 mechanics from September–December. 19 operators were hired in August, bringing the operator’s headcount to 434 at the end of August (90% of the budget). 48 operators are in training.

Training: In August, 20 students joined the WeGo Bus Academy, and 27 operators graduated.

Fleet and Maintenance

Maintenance results were a major positive story. Miles between road calls improved dramatically:

- Bus: 17,078 miles, up nearly 240% YoY (goal: 6,500).
- Access: 36,229 miles, up 247% YoY (goal: 20,000)

This performance underscores strong reliability gains despite open positions in the department.

Special Events

In August, WeGo successfully completed the full rollout of contactless payment across the system. Early adoption has been strong, with riders responding positively to the new option and completing 44,686 transactions in August.

August also marked the start of the new school year. In support of Nashville’s students, WeGo expanded its school transportation partnerships by adding McGavock High School and Glendcliff High School to the portfolio of schools we serve.

CURRENT STATUS:

Chief Operating Officer Andy Burke will be available for specific questions regarding the Monthly Operating Statistics.

APPROVED:



Chief Operating Officer

10/23/2025

Date

Operations Dashboard Report

	August 2025	August 2024	Pct. Change	Goal	Indicator
Ridership					
Bus Ridership	802,534	803,118	-0.1%		
Access Ridership	41,255	33,947	21.5%		
Total Ridership	843,789	837,065	0.8%	780,000	●
Productivity & Efficiency					
Bus Passengers per Revenue Hour	15.60	15.90	-1.9%	15.40	●
Access Passengers per Revenue Hour	1.50	1.65	-8.9%	1.60	▲
Safety					
Total Collisions per 100,000 miles	7.1	4.1	73.2%	4.0	◆
Preventable Collisions per 100,000 miles	4.5	2.4	87.5%	2.2	◆
Service Quality					
Bus Trip Completion	99.74%	99.76%	-0.02%	99.75%	▲
Bus On-Time Performance	81.0%	82.3%	-1.2%	85.0%	▲
Access On-Time Performance	95.2%	89.8%	5.3%	93.0%	●
Maintenance					
Bus Miles Between Road Calls	17,078	5,026	239.8%	6,500	●
Access Miles Between Road Calls	36,229	10,438	247.1%	20,000	●
Customer Care					
Bus Passengers per Complaint	2,623	2,750	-4.6%	3,000	◆
Access Passengers per Complaint	536	306	75.2%	350	●
Percent of Calls Answered	88.6%	87.0%	1.6%	92.0%	▲
Staffing					
% of Operator Positions Filled	95.2%	91.7%	3.5%	92.0%	●
% of Maintenance Positions Filled	77.3%	85.4%	-8.1%	92.0%	◆
Customer Amenities					
% of Stops with Shelters (including Central)	21.1%	18.9%	2.2%	20.0%	●
% of Boardings at Covered Stops (including Central)	76.6%	74.2%	2.4%	74.0%	●



Exceeding Goal



Within 10% of Goal



More than 10% off Goal

Operations Dashboard Report

	FY2026	FY2025			
	August 2025	August 2024	Pct. Change	Goal	Indicator
Ridership					
Bus Ridership	1,532,434	1,504,637	1.8%		
Access Ridership	81,065	67,412	20.3%		
Total Ridership	1,613,499	1,572,049	2.6%	1,560,000	●
Productivity & Efficiency					
Bus Passengers per Revenue Hour	14.88	14.94	-0.4%	15.40	▲
Access Passengers per Revenue Hour	1.52	1.67	-8.8%	1.60	▲
Safety					
Total Collisions per 100,000 miles	7.3	4.7	53.9%	4.0	◆
Preventable Collisions per 100,000 miles	4.3	2.4	84.1%	2.2	◆
Service Quality					
Bus Trip Completion	99.75%	99.77%	-0.02%	99.75%	●
Bus On-Time Performance	82.8%	82.8%	0.0%	85.0%	▲
Access On-Time Performance	95.4%	90.8%	4.6%	93.0%	●
Maintenance					
Bus Miles Between Road Calls	13,312	5,435	144.9%	6,500	●
Access Miles Between Road Calls	34,845	15,961	118.3%	20,000	●
Customer Care					
Bus Passengers per Complaint	2,679	2,673	0.2%	3,000	◆
Access Passengers per Complaint	544	321	69.5%	350	●
Percent of Calls Answered	89.5%	87.8%	1.7%	92.0%	▲
Staffing					
% of Operator Positions Filled	93.2%	92.2%	1.0%	92.0%	●
% of Maintenance Positions Filled	79.7%	86.0%	-6.4%	92.0%	◆
Customer Amenities					
% of Stops with Shelters (including Central)	21.1%	18.9%	2.2%	20.0%	●
% of Boardings at Covered Stops (including Central)	76.6%	74.2%	2.4%	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
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: 10/23/2025

Item #: M-I-25-030

Project Name: Bulk Fluids

- **Brief Description:** An Invitation to Bid (ITB) is being issued to solicit WeGo Public Transit for the timely delivery of motor oil, transmission fluid, lubricants, bulk fluids, and grease described herein and approved by WeGo Public Transit on an as-needed basis, which will be used for the public transportation of passengers, administrative vehicles, and passenger van use.
- **Anticipated Publish Date:** November 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:** November 2025
- **Estimated Project Value:** TBD

Project Name: RTA-Murfreesboro Park & Ride

- **Brief Description:** WeGo is requesting proposals from qualified contractors for the construction of a 75-space Park & Ride facility located at 725 Bridge Avenue, Murfreesboro, TN.
- **Anticipated Publish Date:** November 2025
- **Estimated Project Value:** TBD

Project Name: Elizabeth Duff Plaza Activation and Upgrades

- **Brief Description:** WeGo is seeking qualified firms to prepare designs for upgrades to the Plaza at Elizabeth Duff Transit Center
- **Anticipated Publish Date:** December 2025
- **Estimated Project Value:** TBD

Project Name: Nestor Maintenance Bays

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

Project Name: Nestor Main Lot Rehabilitation (Sinkhole)

- **Brief Description:** The restoration of the structural integrity and operational reliability of the facility access area, affected by pavement and subgrade failures.
- **Anticipated Publish Date:** December 2025
- **Estimated Project Value:** TBD

Project Name: Pre & Post Employee Screening -DTO

- **Brief Description:** Employee screening for new hires and select employees for random screening.
- **Anticipated Publish Date:** December 2025
- **Estimated Project Value:** TBD

Project Name: Training and Learning Software - DTO

- **Brief Description:** Training software that manages employees' training.
- **Anticipated Publish Date:** December 2025
- **Estimated Project Value:** TBD

Project Name: Medical/ Dental/ Vision Insurance - DTO

- **Brief Description:** Insurance coverage for employees
- **Anticipated Publish Date:** February 2026
- **Estimated Project Value:** TBD

Project Name: General Printing Service

- **Brief Description:** General printing such as business cards, envelopes, door signs, etc.
- **Anticipated Publish Date:** March 2026
- **Estimated Project Value:** TBD

Project Name: Fuel & Maintenance Program

- **Brief Description:** Fueling, car washing, etc. for company vehicles.
- **Anticipated Publish Date:** TBD
- **Estimated Project Value:** TBD

Project Name: Ground Maintenance

- **Brief Description:** Lawn care services for all facilities.
- **Anticipated Publish Date:** TBD
- **Estimated Project Value:** TBD

Project Name: Elizabeth Duff Plaza Activation and Upgrades

- **Brief Description:** Construction for upgrades to the Plaza at Elizabeth Duff Transit Center
- **Anticipated Publish Date:** TBD
- **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 that 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

10/23/2025

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

Item Number:	M-A-25-044	Meeting Date:	10/23/2025
Item Title:	Statewide Furnishings Contract		

BACKGROUND:

As part of WeGo's State of Good Repair (SGR) program, the agency is undertaking significant upgrades to its facilities and administrative spaces to ensure they remain safe, functional, and aligned with operational needs. Investing in office furnishings is a crucial component of maintaining professional, reliable, and efficient workspaces that support staff's daily performance.

In recent years, WeGo has expanded staff capacity across multiple divisions to strengthen service delivery, improve project management, and enhance collaboration. Modern, ergonomic, and properly configured furnishings are essential to accommodate this growth, foster interdepartmental coordination, and create work environments that reflect the agency's forward-thinking culture.

The State of Tennessee's Central Procurement Office, through a NASPO cooperative procurement, has established SWC 238 – Office Furniture with Haworth Inc. as the prime vendor. Nashville Office Interiors serves as the authorized local independent dealer under this contract. This contract provides competitively negotiated rates for office furniture, installation, reconfiguration, design consultation, and related services.

By leveraging the statewide contract, WeGo will streamline procurement, ensure compliance with state purchasing requirements, and achieve cost savings while aligning its facility and workspace improvements with both capital reinvestment under the SGR program and staff expansion initiatives.

RECOMMENDATION:

Staff recommends that the Board authorize the Chief Executive Officer to utilize the State of Tennessee's Statewide Contract (SWC 238 – Office Furniture, Edison Contract 84057) with Haworth Inc. through the independent dealer, Nashville Office Interiors, for the purchase of office furniture and related services. The contract will support WeGo's operational and administrative needs with an annual budget of \$250,000 per year, totaling \$1,000,000 over a four-year period. Funding for the contract will come from the capital investment plan and the operational budget.

APPROVED:

10/23/2025

Board Secretary

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

Item Number:	M-A-25-045	Meeting Date:	10/23/2025
Item Title:	QuickTicket Card Purchase		

BACKGROUND:

WeGo Public Transit's fare payment system, QuickTicket, offers physical reloadable QuickTicket cards for use on most WeGo routes, services, and vehicles, with the exclusion of WeGo Access. Existing QuickTicket card inventory is anticipated to be fully depleted over the next few months, requiring the purchase of additional cards to both replenish inventory for existing service needs and prepare for increased card issuances during the launch of the Journey Pass Program.

On Monday, September 15, 2025, the Procurement Department issued Invitation to Bid (ITB) No. 2025213 seeking bids for quick ticket fare cards. The solicitation was published on WeGo's website, posted in our procurement system (OpenGov), and sent directly to two potential vendors INIT and Paragon ID.

WeGo received three responsive bids from the following providers:

Providers	300,000 Cards	500,000 Cards	Total
INIT	\$498,000.00	\$830,000.00	\$1,328,000
Paragon ID	\$378,000.00	\$615,000.00	\$993,000
Nagels North America	\$567,000.00	\$940,000.00	\$1,507,000

Given the straightforward nature of the specifications and the ITB solicitation type, the award was based on responsiveness and lowest total cost. Paragon ID, with a total bid of \$993,000, was selected for a two-year purchase order agreement. Paragon ID has previously worked with WeGo and has consistently proven to be a reliable and valuable provider of fare cards.

RECOMMENDATION:

Staff request Board approval authorizing the Chief Executive Officer to enter a two (2) year purchase order agreement with Paragon ID to purchase additional QuickTicket cards for a total not-to-exceed amount of \$993,000. This contract will be funded through MTA's operating budgets.

APPROVED:

Board Secretary

10/23/2025

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

Item Number:	M-A-25-046	Meeting Date:	10/23/2025
Item Title:	Body on Chassis Bus Purchase		

BACKGROUND:

WeGo Public Transit currently operates a fleet of ninety-one (91) Body on Chassis Buses built on a Ford E450 chassis that provides service on WeGo Access and on lower ridership crosstown and community circulator routes. Concurrent with MTA's efforts to operate within our Capital Fleet Replacement Plan for Body on Chassis, this is a much lighter-duty vehicle than our standard and articulated transit coaches and is better suited to neighborhood environments due to its lower profile and greater maneuverability. Our transit coaches have a useful life of 12 years, but the useful life of these buses is typically 5 years or 150,000 miles (whichever comes first). As a result, our capital plan calls for us to replace approximately 19 – 25 of these vehicles each year.

In February 2022, the MTA Board of Directors approved the purchase of up to one hundred and twenty-five (125) Body on Chassis buses over a five-year period from Southern Bus and Mobility, Inc.

The MTA's third-party inspector, AmeriTran (formerly Transit Resource Center), has conducted the required Pre-Award Audit to validate that the overall bus components comply with federal requirements for a minimum 70% American-built content and final assembly requirements, proving compliance with Buy America requirements. Once bus production is completed, AmeriTran will perform post-delivery inspection as well as confirm that Buy American content requirements are met.

RECOMMENDATION:

Staff requests that the Board authorize the Chief Executive Officer to execute a purchase contract for the acquisition of nineteen (19) body-on-chassis buses. These vehicles will replace similar vehicles that will have reached the end of their useful life by the time of delivery.

The total sum for this purchase is not to exceed \$4,540,525.00. This figure includes a base price of \$217,250.00 per bus, after-market equipment to be installed upon delivery (such as Automatic Vehicle Location and Fare Collection equipment); as well as costs for related tools, training, and spare parts. The vehicles will be acquired from Southern Bus and Mobility (vendor) and Turtle Top (manufacturer).

Funding for this acquisition is currently available through grants made for this purpose Metropolitan Government of Nashville and Davidson County, through a previously approved Capital Spending Plan.

APPROVED:

10/23/2025

Board Secretary

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

Item Number:	M-A-25-047	Meeting Date:	10/23/2025
Item Title:	On Call Maintenance Contract Awards		

BACKGROUND:

On July 21, 2025, WeGo Public Transit Procurement Department issued a competitive Request for Proposals (RFP) seeking qualified contractors to provide On-Call Maintenance, Repair, and Systems services. The announcement was published on WeGo's website, through the procurement system OpenGov and Transit Talent. This indefinite delivery indefinite quantity (IDIQ) task order-based procurement is designed to provide the agency with a flexible contracting capacity for a broad range of civil infrastructure, facility, and systems repair work. Typical task orders may include:

- Civil work such as paving, sidewalks, drainage, and parking lot rehabilitation.
- Facility maintenance, including roofing, architectural, structural, shelter, and electrical systems.
- Systems work, including communications, security, and mechanical equipment upgrades.

The on-call contract structure enables the agency to maintain assets in good condition, respond promptly to urgent needs, and deliver projects efficiently through pre-qualified contractors.

In connection with the anticipated scopes of work, estimated cost, certified DBEs, and marketing analysis associated with the internal estimate of this project, MTA has established an overall contract-specific goal for the Disadvantaged Business Enterprise (DBE) participation of 12%. Contract goals can only be used on contracts that have subcontracting possibilities. When establishing contract goals, goals may only be applied to USDOT-assisted projects. DBE participation is encouraged either in the capacity of the prime contractor or subcontractor. Nashville MTA reserves the right to assign task order-specific DBE goal requirements based on subcontracting opportunities and certified DBE availability. The subcontracting opportunities will be considered in establishing Task Order-based goals to ensure consultants can meet or exceed the overall 12% contract goal.

By August 29, 2025, the deadline, we received three responsive proposals with fair and reasonable competitive hourly rates. The proposals came from two DBE firms, BCMason Group and M&P Services Inc., as well as Norwood Properties. All three firms are committed to meeting the overall contract DBE participation goal of 12%.

The Evaluation Committee reviewed the proposals based on the following criteria: Qualifications, Experience, and References; Understanding of the Scope of Work; Sampling of the Contractor's Statement of Work Plan and Representative Projects; and Cost. Based on this evaluation, the committee recommended awarding contracts to all three firms.

Business diversity will monitor the real-time attainment of the DBE participation goal by the prime contractor(s) through the systematic review of the DBE Utilization Plan, DBE subcontractor performance of the scope of work, prime contractor payment, and subcontractor payments throughout the entire term of the overall master agreement

RECOMMENDATION:

Staff recommend that the Board authorize the Chief Executive Officer to enter into contracts with BC Mason Group, Norwood Properties, and M&P Services for On-Call Maintenance, Repair & Systems services, with a total not-to-exceed authorization of \$15,000,000 over a three-year base term and two (2) one-year renewal options. Each contractor will receive a \$5,000,000 contract award. These contracts are intended to support State of Good Repair initiatives and will be limited to maintenance projects with task order budgets of \$500,000 or less.

APPROVED:**10/23/2025**

Board Secretary

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

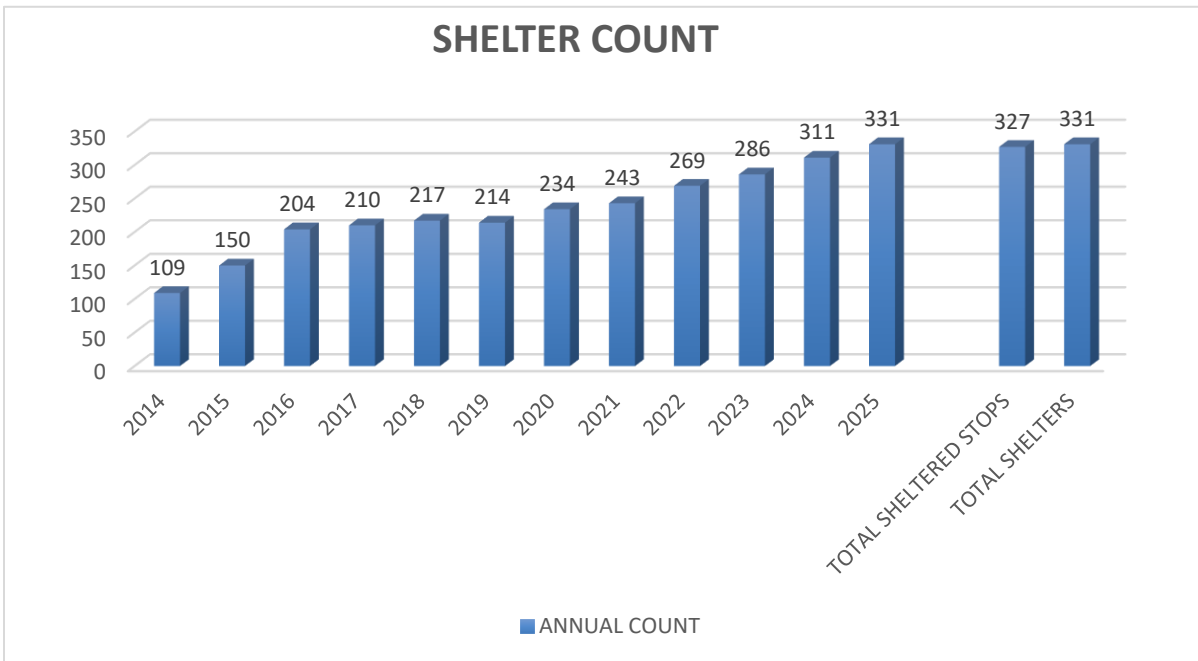
Item Number:	M-A-25-048	Meeting Date:	10/23/2025
Item Title:	Passenger Waiting Shelter Contract Value Increase		

BACKGROUND:

In January 2021, WeGo Public Transit contracted with Tolar Manufacturing through a competitive procurement process to enhance Nashville's transit stops. The scope included bus shelters, benches, and custom transit stop designs, supporting the city's growing transit network. The initial contract was \$1,500,000 for a three-year term, establishing the foundation for safer, more comfortable, and accessible stops for riders.

As we continued to expand the stop improvement program, the contract was amended upward by the Board by \$2,284,000, bringing the not-to-exceed value to \$3,784,000, and the term was extended to pick up two additional one-year options as permitted in the original solicitation. The current agreement expires in January 2026.

By the end of 2025, sheltered stops increased 39% compared to 2020, and many shelters that had exceeded their useful life have been replaced (see progress chart below). Looking ahead through the remainder of the contract term, staff have identified a need for additional spending capacity under this contract to address state-of-good-repair maintenance, repair, and replacement items, and additional new sheltered stops currently in various stages of design and construction. In total, staff is seeking an increase of \$3,028,493; from \$3,784,000 to \$6,812,493 in order to sustain the stop improvement program without interruption as a new contract solicitation is developed.



RECOMMENDATION:

Staff requests Board approval of a \$3,028,493 increase to the existing Tolar Manufacturing contract. This adjustment will bring the not-to-exceed value to \$6,812,493, ensuring sufficient funds to complete currently planned stop improvements.

A new solicitation process for these services will coincide with the expiration of this contract. Funding for the identified projects is approved annually in the MTA Capital Improvement Program.



APPROVED:

10/23/2025

Board Secretary

Date

Nashville Metropolitan Transit Authority

of Nashville & Davidson County, Tennessee

Board Action Item

Item Number:	M-A-25-049	Meeting Date:	10/23/2025
Item Title:	Winter 2026 Recommended Service Changes and Equity Analysis		

BACKGROUND:

The proposed Winter 2026 Service Changes mark the second cycle of improvements associated with the passage of the Choose How You Move (CHYM) program. As with the summer 2025 changes, the focus for this cycle is on improvements that can be implemented with current resources as the agency ramps up efforts to grow personnel capacity and rolling stock for future service expansion.

The proposed changes continue WeGo's commitment to provide safe, frequent, reliable, and convenient transit service for our riders. The changes focus heavily on off-peak service improvements, more specifically midday, weekday evenings, and weekends, and include expansion of service hours (including Access), frequency improvements, schedule adjustments, and the implementation of a new WeGo Link zone. In addition to the operational improvements, information about the launch of the Journey Pass program, providing free transit service for income-eligible participants, was presented in coordination with Choose How You Move program staff from the Mayor's Office.

The specific details on the proposed changes and the outreach process are included in subsequent sections of this item.

The item outlines information on the following areas:

- Operator & Fleet Availability
- Public Outreach Process
- Service Changes Recommendations
- Service Change Equity Analysis
- Request for Authorization to Implement Service Changes

OPERATOR AND FLEET AVAILABILITY

With every service change, staff reviews current workforce and fleet levels to ensure WeGo provides reliable service to its customers. The number of operators required to be fully staffed for the winter service changes is **468** full-time operators. As of October 10th, WeGo Transit has 446 operators and 55 newly recruited operators currently in training.

Staff continue the emphasis on recruiting efforts to fill operator and maintenance positions. A focus on community partnerships is helping reach individuals looking to build a career in transit. The community partnerships range from trade schools for our skilled workforce needs within our maintenance departments to working with other recruiting firms to find quality candidates that meet our needs in terms of operators and other positions within the organization.

The number of vehicles that will be utilized on the fixed route (at peak times) for winter service changes will be 149, which is the same number of vehicles in the current service. WeGo currently has an active bus fleet consisting of 198 active buses (mixed with 40ft and 60ft buses) and 91 Cutaways. Twelve (12) 40-foot buses are on order, and production is expected to begin this month (October). These buses will add to the overall size of our fleet, enabling peak-hour service expansion by July 2026. Twenty-five (25) 60-foot articulated buses will enter the assembly line in late November/early December 2025. Twenty-two (22) of these buses will replace older vehicles that have reached the end of their useful life, and three (3) will be available for service expansion. Finally, the purchase of nineteen (19) Access Cutaways will be presented to the Board for approval in October. All nineteen (19) of these vehicles will replace older equipment.

PUBLIC OUTREACH PROCESS

A service change proposal was presented to the public for review and comment. Public engagement on proposed Winter 2026 service changes was conducted between September 15 and October 10, 2025.

Three public meetings were held regarding the proposed changes. An in-person meeting took place at the Elizabeth Duff Transit Center at WeGo Central on September 23rd, and two virtual meetings took place on September 17th and October 7th. Staff presented the proposed service changes as well as the Journey Pass program to the public at the meetings, answered questions, and received comments for the record. Public meetings and service changes information were posted at WeGo Central, on buses, on social media channels, and via public notice in newspapers and WeGoTransit.com. All information was provided in both English and Spanish, and comments were gathered through various channels, including letters, emails, social media posts, phone calls, and public meetings.

A total of 45 comments were received, including routes targeted for improvements as well as other routes not listed for summer changes. Below is a summary of the most repeated topics for comments.

Key Issues and Requests:

- **Bus stop shelters and improvements:** Several comments focused on the need to improve bus stops, including more shelters. Recommendations on specific bus routes and sites were provided.
- **Route 3 West End:** Requests for better weekend evening service and assigning bigger buses during peak times were provided for both branches of route 3 (3A and 3B)
- **Route 79 Skyline:** Comments with positive feedback about adding Sunday service and request for extending into the Doverside neighborhood and adding more frequency.
- **QuickTicket:** Some commenters expressed a desire to have QuickTicket added to Access.
- **Journey Pass:** The Journey Pass program generated great interest. Some of the most common suggestions and questions were: 1) It should be an automatic and open participation; 2) Run it as a trial to gather data on utilization; 3) What is the income eligibility threshold? 4) Who are the partner agencies? 5) What is the administrative budget? 6) What are other cities doing for similar programs?
- **General Service Issues:** Request for earlier service on Route 14 Whites Creek, better frequency for Route 18 Airport, have the WeGo Star operate later on weekends and later on weekdays for events, and later departure for the WeGo Star Thursday to Broader concerns were brought up, such as bus safety, the need for better connector routes, service to Robertson Road (West Nashville, near Charlotte Park), and the effectiveness of AC on buses.

SERVICE CHANGES RECOMMENDATIONS

The proposed changes for Winter 2026 are driven by the Choose How You Move program implementation to improve and expand options for riders across the system. The addition of a new WeGo link zone in the East Thompson Lane area will help improve access to transit in lower-density areas, including employment areas near the airport. Below is a summary of the service change recommendations presented to the public during the public comment period, followed by a detailed explanation of each change. All public comments were reviewed and fully considered in making final recommendations.

<u>Service Hours Extension</u>		<u>Improved Frequency</u>	
3 West End	23 Dickerson Pike	3 West End	34 Opry Mills
4 Shelby	41 Golden Valley	7 Hillsboro	52 Nolensville Pike
7 Hillsboro	50 Charlotte Pike	<u>Service Expansion</u> East Thompson WeGo Link Zone	
8 8 th Ave South	52 Nolensville Pike		
14 Whites Creek	55 Murfreesboro Pike		
18 Airport	56 Gallatin Pike		
19 Herman	79 Skyline		
22 Bordeaux	Access		

The following is a breakdown of the recommended changes for the fall:

- **Service Hours Extension**
 - **The following routes will start operation at 5:15 a.m. on Sundays:**
 - 3 West End
 - 4 Shelby, 7 Hillsboro
 - 8 8th Avenue South
 - 14 Whites Creek
 - 18 Airport
 - 19 Herman
 - 22 Bordeaux
 - 23 Dickerson Pike
 - 50 Charlotte Pike
 - 52 Nolensville Pike
 - 55 Murfreesboro Pike
 - 56 Gallatin Pike
 - Access (will match fixed-route service hours)

- **The following routes will operate until 1:15 a.m. on Sundays:**
 - *3 West End*
 - *4 Shelby, 7 Hillsboro*
 - *22 Bordeaux*
 - *23 Dickerson Pike*
 - *50 Charlotte Pike*
 - *52 Nolensville Pike*
 - *55 Murfreesboro Pike*
 - *56 Gallatin Pike*
 - *Access (will match fixed-route service hours)*
- **The following routes will operate until 12:15 a.m. on Sundays:**
 - *14 Whites Creek*
- **Route 34 Opry Mills:**
 - *Route 34 will operate **until 11:15 p.m. daily***
- **Route 41 Golden Valley:**
 - *Hours for Route 41 will be extended **until 10:15 p.m. on weekdays**. Additionally, we are introducing a new hourly service from **6:00 a.m. to 6:00 p.m. on weekends**.*
- **Route 79 Skyline:**
 - *We are expanding service on **Route 79**. A new **Sunday schedule** will be introduced, with buses running every **45 minutes** between **8:00 a.m. and 6:00 p.m.***
- **Improved Frequency**
 - **3 West End:**
 - ***Weekday Midday*** – Improved frequency from every 15 minutes to every 10 minutes between 9:00 a.m. and 3:00 p.m.
 - ***Weekday Evening*** – Improved frequency from every 20 minutes to every 15 minutes until 10:15 p.m.
 - ***Weekends*** – Improved frequency from every 20 minutes to every 15 minutes from 6:00 a.m. to 6:00 p.m.

- **Route 7 Hillsboro:**

- **Weekday Evening** – Improved frequency from every 30 minutes to every 20 minutes until 10:15 p.m.
- **Weekends** – Improved frequency from every 30 minutes to every 20 minutes from 6:00 a.m. to 6:00 p.m.

- **Route 34 Opry Mills:**

- **Weekends** – Improved frequency from every 60 minutes to every 40 minutes from 6:00 a.m. to 11:00 p.m.

- **52 Nolensville Pike:**

- **Weekday Midday** – Improved frequency from every 15 minutes to every 10 minutes between 9:00 a.m. and 3:00 p.m.
- **Weekday Evening** – Improved frequency from every 20 minutes to every 15 minutes until 10:15 p.m.
- **Weekends** – Improved frequency from every 20 minutes to every 15 minutes from 6:00 a.m. to 6:00 p.m.

- **Service Expansion:**

- **WeGo Link:**

- *Adding new East Thompson zone. Transfer points will be East Thompson Lane & Murfreesboro Pike, and East Thompson Lane & Nolensville Pike.*

SERVICE CHANGES 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, as established in MTA's Title VI Program, are:

1. A change in any fare or fare media related to all services of fixed route and WeGo Access
2. A new transit route or WeGo Link zone is established or eliminated.
3. Any change in service of 25 percent or more of the number of transit route revenue service miles computed on a daily basis of the day of the week for which the change is made.
4. 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 on 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 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.

Major Changes:

The major changes identified for the Winter 2026 proposal include the following: service span improvements to routes 3 West End, 4 Shelby, 7 Hillsboro, 8 8Th Avenue South, 14 Whites Creek, 18 Airport, 19 Herman, 22 Bordeaux, 23 Dickerson Pike, 50 Charlotte Pike, 52 Nolensville Pike, 55 Murfreesboro Pike, 56 Gallatin Pike; expansion of Access on Demand service to match fixed route service hours; frequency improvements to routes 3 West End, 7 Hillsboro, 34 Opry Mills, 52 Nolensville Pike; and implementation of one new WeGo Link zone: East Thompson.

Using the Transit Boardings Estimation & Simulation Tool (TBEST), staff evaluated the impacts of the proposed fixed-route changes by comparing the change in trips available for 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 and looked at the presence of low-income and minority populations within the zone in relation to the entire service area of Davidson County.

The proposed Winter 2026 changes expand and improve upon existing service, resulting in a positive impact on minority populations and low-income households. The analysis performed comparing our previous service changes from Summer 2025 and the proposed Winter 2026 service changes shows that the proposed Winter 2026 service changes will result in an overall 3.2% more available trips to minority populations, and 4% more available trips to low-income populations. This reflects WeGo's commitment to providing reliable service and allowing our users to have flexibility in their travel pursuits.

These changes reflect only a slight difference in access between minority/low-income and non-minority/non-low-income. The analysis showed a modest benefit to minority and low-income passengers from these changes. Overall, the benefits of these changes are believed to be substantial for passengers. Many of the improvements proposed address the desire of passengers for faster travel times and access to more destinations by creating more

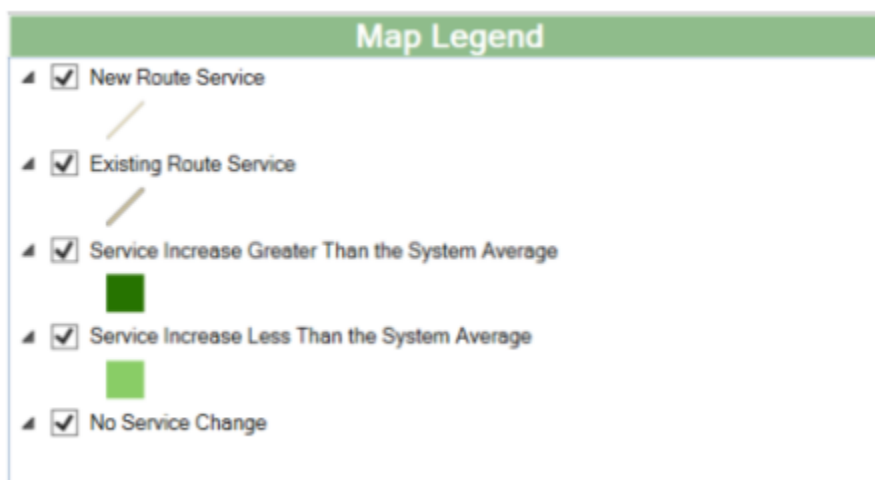
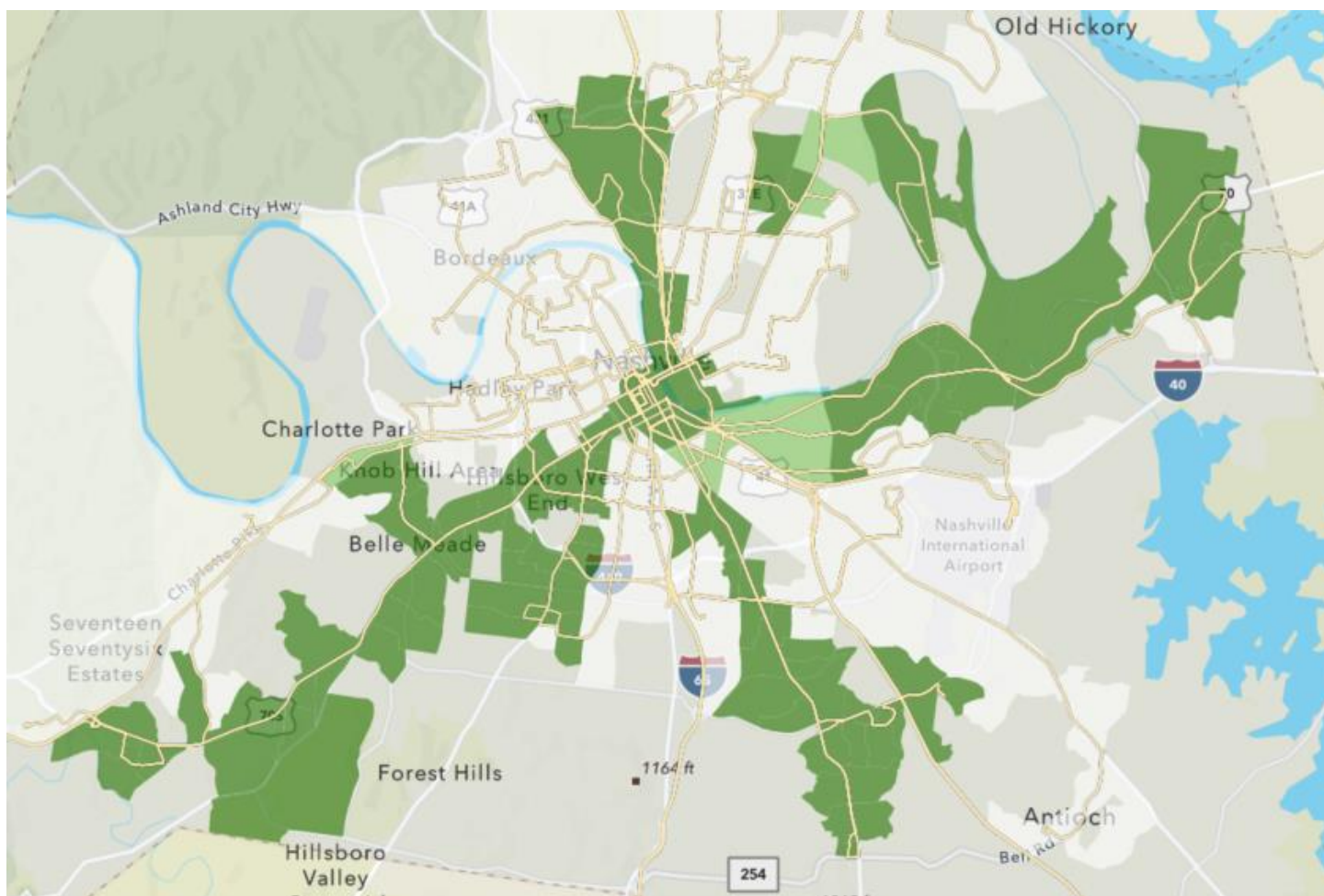
connections between routes and reducing the need to travel downtown.

Route	Change in Low-Income People Trips	Change in Minority People Trips	Change in Non-Minority, Non-Low- Income People Trips	Change in Annual Service Trips
3	10.5%	10.5%	10.7%	10.3%
4	1.2%	1.1%	1.1%	0.9%
7	12.6%	12.6%	12.6%	12.6%
8	0.5%	0.5%	0.5%	0.5%
14	0.9%	0.9%	0.8%	0.9%
18	2.1%	2.0%	1.6%	1.3%
19	0.3%	0.3%	0.1%	0.4%
22	1.2%	1.1%	1.1%	1.1%
23	1.0%	1.1%	0.6%	1.2%
34	19%	19.1%	19.1%	19.6%
50	1.3%	1.3%	1.3%	1.3%
52	8.8%	8.7%	8.6%	8.7%
55	1.0%	1.0%	1.0%	1.0%
56	0.9%	0.9%	0.6%	1.0%
All Routes	3.96%	3.21%	4.3%	3.8%

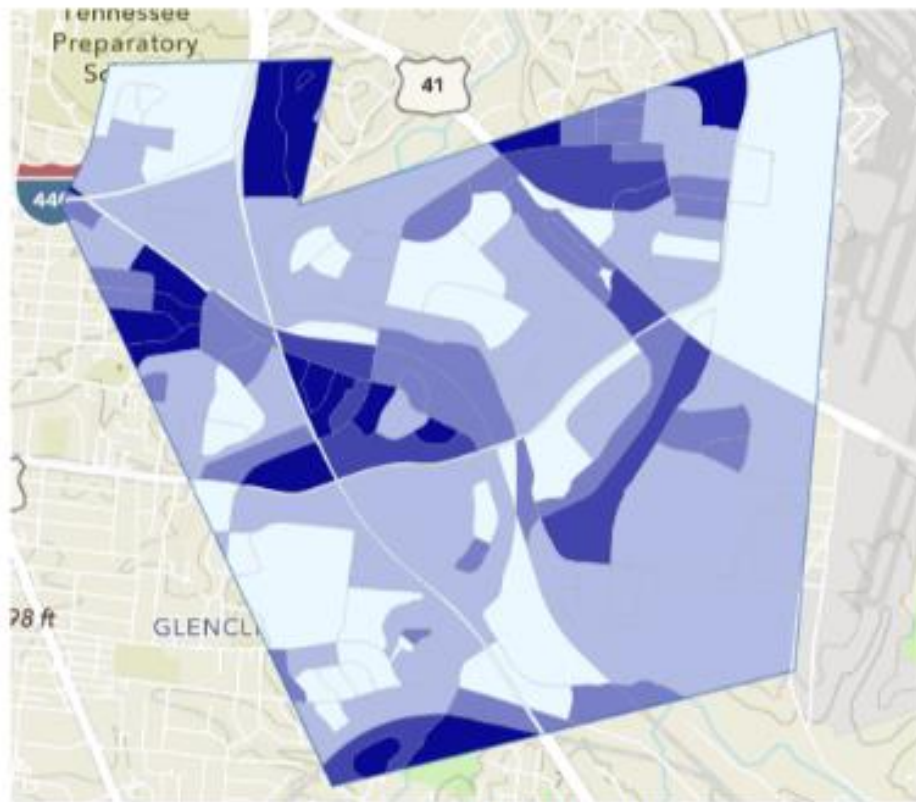
When reviewing the proposed WeGo Link Expansion, staff found that the new zone East Thompson has a higher percentage of both minority and low-income populations than that of Davidson County.

WeGo Link Zone	% Minority	% Low Income
East Thompson	46.4%	20.0%
Davidson County	42.9%	18.6%
<i>Disparate Impact/ Disproportionate Burden</i>	3.5%	1.4%

Based on the factors discussed above, staff have concluded that there is no disparate impact or disproportionate burden as part of this service proposal.



WeGo Link Zone Minority Population Distribution

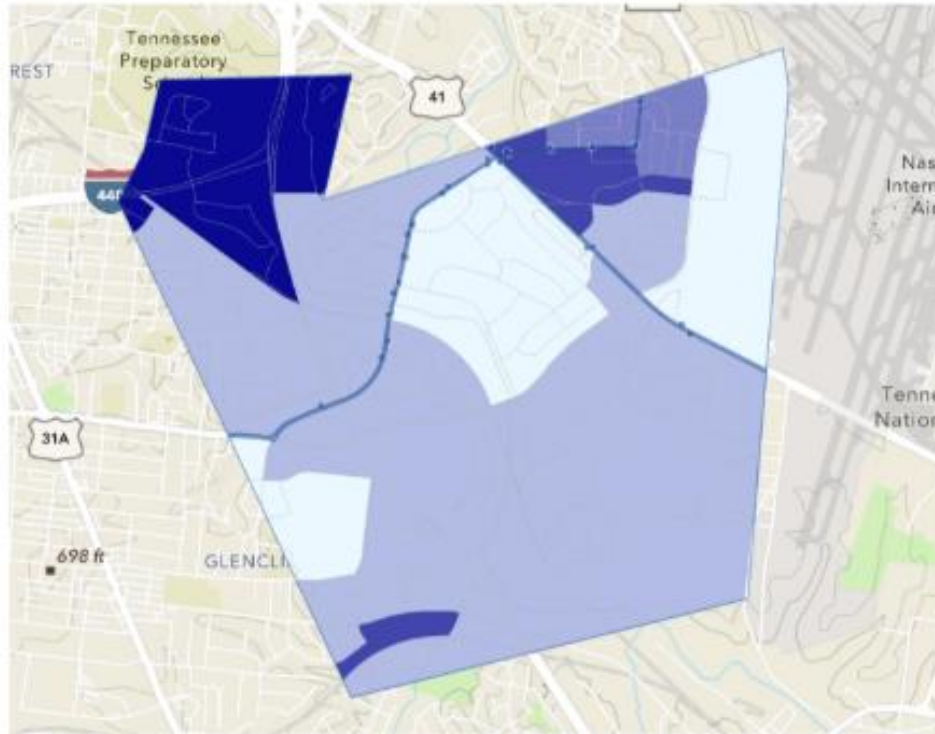


2025 Title VI - Minority Population

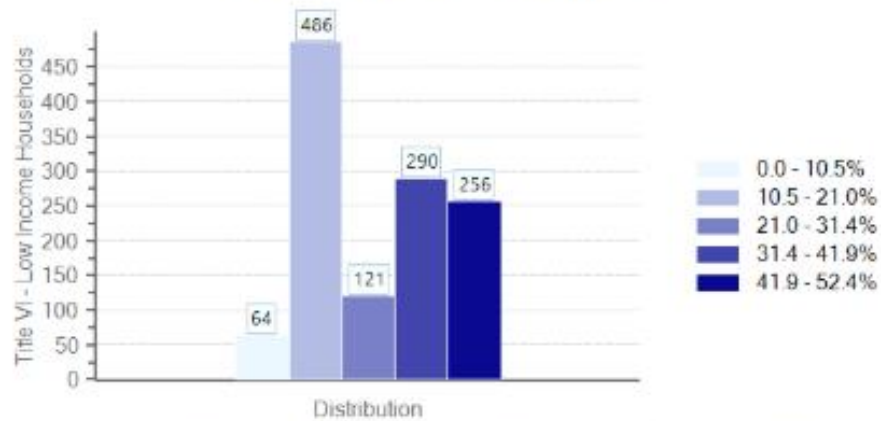


Minority Population Distribution		Population	% Market Area
0.0 - 20.0%		356	5.29%
20.0 - 40.0%		1,754	26.07%
40.0 - 60.0%		1,023	15.20%
60.0 - 80.0%		1,744	25.92%
80.0 - 100.0%		1,853	27.54%
Market Area Total		6,729	0.0%

WeGo Link Zone Low Income Household Distribution



2025 Title VI - Low Income Households



Low Income Households Distribution		Households	% Market Area
0.0 - 10.5%		64	5.26%
10.5 - 21.0%		486	39.93%
21.0 - 31.4%		121	9.94%
31.4 - 41.9%		290	23.83%
41.9 - 52.4%		256	21.04%
Market Area Total		1,217	0.0%

RECOMMENDATION:

The staff request is for approval by the Board of Directors of the proposed Winter 2026 service changes as documented in this item, for implementation. Proposed fixed-route changes will take effect on January 4, 2026.

APPROVED:

10/23/2025

Board Secretary

Date