

# 2025

## QUARTERLY MANAGEMENT REPORT 4th Quarter



**OUR MISSION: CONNECTING THE COMMUNITY**

CELEBRATING



Greater Cleveland  
Regional Transit Authority  
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**From the General Manager**



**Recognition of Achievement: Sherman Stewart, APTF Scholarship Honoree**

Mr. Sherman Stewart, Bus Operator and Acting District Business Analyst at the Triskett District, was formally recognized at the APTA Honors Luncheon on September 16 during the TRANSform Conference in Boston.

Mr. Stewart was awarded two distinguished scholarships from the American Public Transportation Foundation (APTF):

- The India L. Birdsong Terry Ambassadorial Scholarship
- The Frontline Worker Scholarship

He is applying for these scholarship awards towards the completion of his Doctorate degree. In addition to his academic pursuits, Mr. Stewart serves as co-chair of the Pride Employee Resource Group, participates as a Positive Impact Mentor, and is a certified Smith System trainer.

Mr. Stewart’s professionalism, leadership, and ongoing commitment to personal and organizational excellence reflect great credit upon himself and the Greater Cleveland Regional Transit Authority.

**Customer Experience (CX) Day**

On Tuesday, October 7, we proudly recognized **Customer Experience (CX) Day**—an APTA industry-wide initiative highlighting the critical role of customer experience in public transit. Employees across GCRTA joined transit systems nationwide in celebrating public transportation and the riders we serve.

Key achievements from the day included:

- Engaging with hundreds of riders at six locations
- Collecting more than 125 photos showcasing how transit connects our community
- Receiving 40 Gemba Forms in a single day—demonstrating the value of employee insights in enhancing the rider experience

This event reinforced our shared commitment to improving how our customers move throughout the region each day.

**Honoring the Life and Legacy of Rev. Charles Lucas, Board Trustee**

While we mourn the loss of Reverend Charles P. Lucas, a valued member of our Board of Trustees (2016–2025), Immediate Past Board Chair (2021–2024), and a tireless advocate for Paratransit, we also celebrate a life defined by resilience, advocacy, and faith. Reverend Lucas leaves a lasting legacy as a passionate voice for riders and a steadfast champion for accessibility in public transit. Early in 2026, GCRTA will honor his contributions with dedication at Shaker Square Station, paying tribute to his enduring impact on the paratransit community.

**GCRTA Board Updates: New Leadership and Committee Reappointments**

Board Vice President Election:

Ms. Emily Garr Pacetti was elected Vice President of the GCRTA Board, succeeding Ms. Lauren R.

Welch, who now serves as Councilwoman for Cleveland's Ward 3. We sincerely thank Ms. Welch for her three years of dedicated service and extend a warm welcome to Ms. Pacetti as she assumes her new leadership role. She joined the GCRTA Board in January 2024, following her appointment by Cuyahoga County Executive, Mr. Chris Ronayne.

#### New Board Trustee Appointment:

Ms. Shanelle Smith Whigham, Senior Vice President and National Community Engagement Director at KeyBank, was sworn in as a GCRTA Board Trustee on November 13. In her role at KeyBank, Ms. Whigham leads community engagement efforts nationwide and oversees a team responsible for advancing the bank's \$40 billion Community Investment Commitment, with a focus on supporting under-resourced communities and fostering strategic partnerships. She was appointed by Cleveland Mayor Justin M. Bibb to fill the seat of the late Trustee, Reverend Dr. Charles P. Lucas, Jr., of St. James AME Church.

#### Committee Reappointments:

The GCRTA Board of Trustees also reappointed members to the Community Advisory Committee (CAC) and the Civilian Oversight Committee (COC) as current terms expired:

- CAC Reappointments (two-year terms): Mr. Johnny Brewington, Ms. Nichole Laird, and Dr. Joseph Sopko, each bringing valuable experience and a strong commitment to equitable and accessible transit.
- COC Reappointments (three-year terms): Mr. Jonathan England and Mr. Michael Blake, both with extensive backgrounds in public safety and community service.

These reappointments ensure continued collaboration, accountability, and robust community representation in shaping GCRTA's service and public engagement efforts.

#### **Fraud Awareness Week**

The week of November 16–22, marked International Fraud Awareness Week, an annual opportunity to learn how to prevent fraud and understand its impact. During this week, our Internal Audit Department encouraged all employees to recognize warning signs and take proactive steps to protect both themselves and the organization.

Fraud can take many forms, including corporate, consumer, tax, and identity theft. Globally, organizations lose an estimated 5% of annual revenue to fraud each year. This week serves as a reminder of the importance of vigilance and education in safeguarding our resources and maintaining trust.

#### **Celebrating COMTO Week**

In recognition of COMTO Week, GCRTA hosted the Cleveland COMTO chapter on November 13 for a Transit Talks session focused on 11 years of entrepreneurship, leadership, and growth in the transportation industry.

The session offered valuable insight, inspiration, and opportunities for industry connection as the chapter spotlighted Chris King, owner of ODS Transportation, in a conversation with Mayor Kim Thomas of

Richmond Heights. The discussion explored the past, present, and future of ODS Transportation and highlighted key lessons learned along the way.

Through this event, GCRTA supported COMTO Week by raising awareness of our local chapter, showcasing the success of ODS Transportation, and encouraging continued engagement and membership within COMTO.

### **Habitat for Humanity: CEO Build Day**

On October 3, I joined other Cleveland leaders for Greater Cleveland Habitat for Humanity's first CEO Build Day. Together, we rolled up our sleeves and spent the day helping to build homes and strengthen the Woodhill/Buckeye community.

### **45 Years of Safe Operating**

This fall, we celebrate a truly exceptional achievement: 45 years of safe operating and 47 years of service by Paratransit Operator Mr. James E. Smith. Since joining the Authority in 1978, he has carried his passengers with patience, professionalism, and unmatched dedication.

Mr. Smith credits his remarkable record to his early training and the lessons passed down by his father. He learned to drive before his teenage years and was taught never to rush, to stay patient, and to always be aware of his surroundings, values that have guided him to an extraordinary achievement: just two preventable collisions in nearly five decades behind the wheel.

### **Cocoa and Cookies with Santa**

In December, we kicked off the holiday season with Cocoa and Cookies with Santa & Mrs. Claus! Our family-friendly events spread cheer, allowed riders to snap photos with Santa and Mrs. Claus, and to celebrate the season together. Three events were hosted at our rail stations:

- Louis Stokes Station at Windermere — December 3, 4:00–6:00 pm
- Tower City Station — December 10, 2:30–4:30 pm
- W. 117 St & Madison Station — December 17, 2:30–4:30 pm

Each event was well attended, creating a festive atmosphere where riders and families enjoyed holiday treats, warm cocoa, and memorable photos together.

Sincerely,



India L. Birdsong Terry  
General Manager, Chief Executive Officer

**FINANCIAL ANALYSIS**

<b>General Fund Balance Analysis</b>						
	<b>Budget</b>	<b>Actual</b>	<b>Budget</b>	<b>Actual</b>	<b>B vs. A</b>	<b>B vs. A</b>
	<b>3 months ended</b>	<b>3 months ended</b>	<b>YTD</b>	<b>YTD</b>	<b>YTD</b>	<b>YTD</b>
	<b>31-Dec-25</b>	<b>31-Dec-25</b>	<b>31-Dec-25</b>	<b>31-Dec-25</b>	<b>Variance</b>	<b>% Variance</b>
<b>Revenues</b>						
Operating Revenues						
Passenger Fares	\$ 8,000,001	\$ 9,234,172	\$ 32,000,000	\$ 31,829,027	\$ (170,973)	-0.5%
Advertising & Concessions	673,649	336,372	2,547,300	1,583,146	(964,154)	-37.9%
Investment Income	249,999	270,256	1,000,000	1,055,118	55,118	5.5%
Other Revenue	375,000	116,503	1,500,000	520,210	(979,790)	-65.3%
<b>Total Operating Revenues</b>	<b>9,298,649</b>	<b>9,957,303</b>	<b>37,047,300</b>	<b>34,987,501</b>	<b>(2,059,799)</b>	<b>-5.6%</b>
<b>Non-Operating Revenues</b>						
Sales & Use Tax	66,875,001	69,686,508	267,500,000	274,672,465	7,172,465	2.7%
Reimbursed Expenditures	1,199,999	1,773,210	5,000,000	12,607,775	7,607,775	152.2%
Other Non-Operating Revenues	-	187,023	-	962,337	962,337	0.0%
Transfers from Reserve Fund - Other Sub-Funds	4,500,000	-	4,500,000	-	(4,500,000)	-100.0%
Transfer from Revenue Stabilization Sub-Fund	37,500,000	20,000,000	50,500,000	45,000,000	(5,500,000)	-10.9%
<b>Total Non-Operating Revenues</b>	<b>110,075,000</b>	<b>91,646,741</b>	<b>327,500,000</b>	<b>333,242,577</b>	<b>5,742,577</b>	<b>1.8%</b>
<b>Total Revenues</b>	<b>119,373,649</b>	<b>101,604,044</b>	<b>364,547,300</b>	<b>368,230,079</b>	<b>3,682,779</b>	<b>1.0%</b>
<b>Expenditures</b>						
Operating Expenditures						
Salaries & Overtime	47,579,777	46,970,330	181,582,000	181,084,930	(497,070)	-0.3%
Payroll Taxes & Fringes	26,295,471	15,884,085	75,164,000	71,519,852	(3,644,148)	-4.8%
Fuel (Diesel, CNG, Prop. Pwr., Propane, Gas)	2,466,741	2,540,107	9,867,000	9,200,778	(666,222)	-6.8%
Utilities	1,071,497	1,043,540	4,286,000	4,230,518	(55,482)	-1.3%
Inventory	3,250,003	3,686,949	13,000,000	15,306,386	2,306,386	17.7%
Services & Materials & Supplies	6,381,985	6,162,196	25,528,000	22,461,600	(3,066,400)	-12.0%
Purchased Transportation	4,174,247	3,925,270	16,697,000	16,033,719	(663,281)	-4.0%
Other Expenditures	1,176,652	1,411,882	6,678,000	6,479,768	(198,232)	-3.0%
<b>Total Operating Expenditures</b>	<b>92,396,373</b>	<b>81,624,359</b>	<b>332,802,000</b>	<b>326,317,552</b>	<b>(6,484,448)</b>	<b>-1.9%</b>
<b>Revenues less Operating Expenditures</b>	<b>26,977,276</b>	<b>19,979,685</b>	<b>31,745,300</b>	<b>41,912,527</b>	<b>10,167,227</b>	<b>32.0%</b>
Transfers to Other Funds						
Transfer to/from Insurance Fund	-	3,000,000	3,000,000	3,000,000	-	0.0%
Transfer to Reserve Fund	-	878,615	10,878,615	10,878,615	-	0.0%
Transfers to Capital						
Transfer to/from Bond Retirement Fund	2,296,009	2,064,042	9,184,042	9,184,042	-	0.0%
Transfer to/from Capital Improvement Fund	3,074,438	6,074,438	18,074,438	18,074,438	-	0.0%
<b>Total Transfers to Capital</b>	<b>5,370,447</b>	<b>8,138,480</b>	<b>27,258,480</b>	<b>27,258,480</b>	<b>-</b>	<b>0.0%</b>
<b>Total Transfers to Other Funds</b>	<b>5,370,447</b>	<b>12,017,095</b>	<b>41,137,095</b>	<b>41,137,095</b>	<b>-</b>	<b>0.0%</b>
<b>Total Expenditures</b>	<b>97,766,820</b>	<b>93,641,454</b>	<b>373,939,095</b>	<b>367,454,647</b>	<b>(6,484,448)</b>	<b>-1.7%</b>
<b>Excess (Deficiency): Total Revenues over Total Expenditures</b>	<b>\$ 21,606,829</b>	<b>\$ 7,962,590</b>	<b>\$ (9,391,795)</b>	<b>\$ 775,432</b>	<b>\$ 10,167,227</b>	<b>-108.3%</b>
<b>Beginning Balance</b>			<b>33,023,402</b>	<b>33,023,402</b>		
<b>Quarter End Projected Available Ending Balance</b>			<b>\$ 23,631,607</b>	<b>\$ 33,798,834</b>		
<b># Months Reserves - Quarter End Projected</b>			0.9	1.2		

Figure 1: General Fund Balance Analysis

**General Fund Balance Analysis**

Year-end revenues were 1.0% above budget, mainly due to Sales & Use Tax ending the year 2.7% (\$7.2 million) above budget. Passenger Fares ended the 4<sup>th</sup> Quarter 15.4% above budget but ended the year 0.5% (\$170,973) below budgeted levels. A transfer from the Revenue Stabilization Fund was budgeted at \$50.5 million. At year-end, a total of \$45.0 million was transferred from the Revenue Stabilization Fund, a savings of \$5.5 million.

Operating Expenses ended the 4<sup>th</sup> Quarter 11.7% below budgeted levels and 1.9% (\$6.5 million) below the Amended Budget at year-end. Total expenditures, which includes transfers to other funds, ended the year 1.7% below budgeted levels. The Fund Balance at year-end totaled \$33.8 million, representing a 1.2-month reserve.

Ridership ended the year 1.4% below 2024 levels (319,241 fewer rides). Paratransit ridership increased by 8.9%, compared to 2024 levels. Fixed Route Bus and HealthLine both ended year above 2024 levels, at 1.6% and 0.2%, respectively. Heavy Rail and Light Rail both experienced declines in ridership, compared to 2024, at -17.4% and -7.5%, respectively.

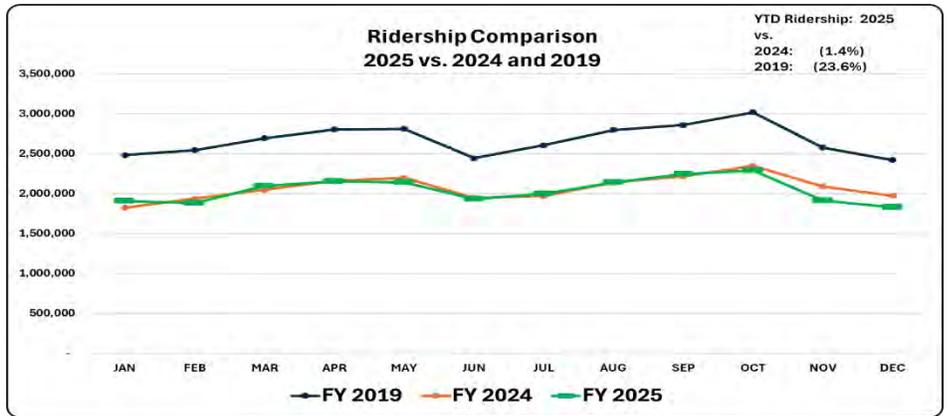
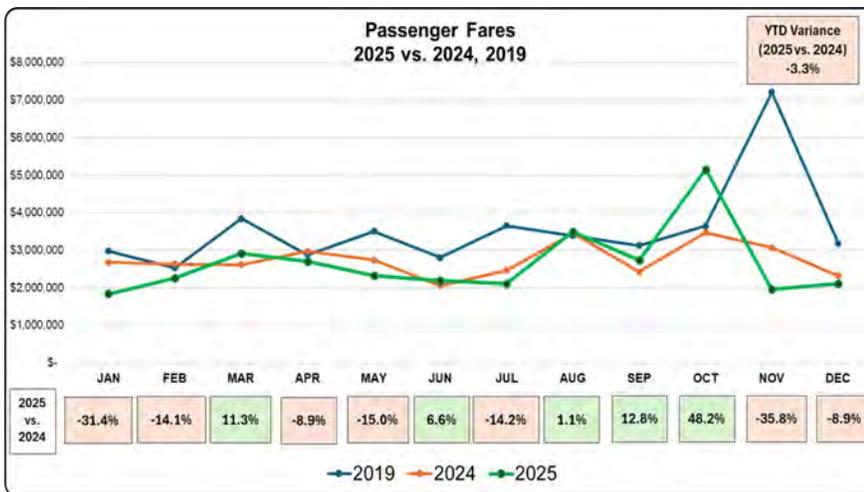


Figure 2: Ridership



Passenger Fare revenue for 2025 totaled approximately \$31.8 million, 0.5%, (\$170,973) below budget and 3.3%, (\$1.1 million), below 2024. U Pass sales and Mobile Ticketing both increased, compared to budget, by 23% and 13%, respectively, and ended the year above 2024 levels, by 22.3% and 8.8%, respectively. Cash Fares, Pass/Ticket Sales, and Student Farecard sales ended the year below budgeted levels and below 2024 levels.

Figure 3: Passenger Fares

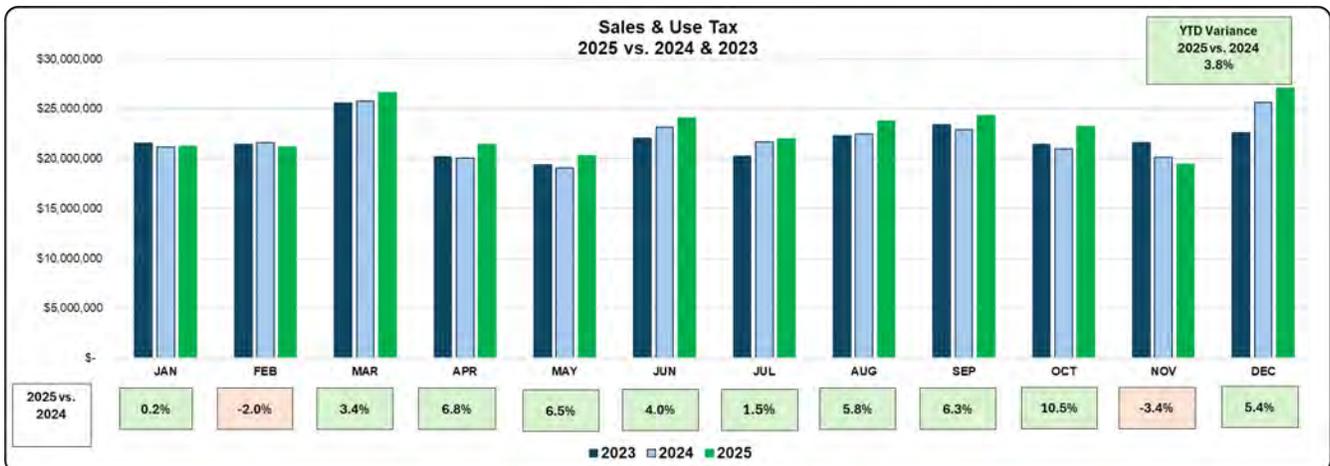


Figure 4: Sales & Use Tax

Sales & Use Tax ended the year 2.7% above budgeted levels, or \$7.2 million; and above 2024 levels by 3.8%, or \$10.0 million. When compared to 2024, 15 of the categories ended the year above 2024 levels.

On-Line Sales, Motor Vehicles and Watercraft, and Regular & Statewide Sales ended the year 11.4%, 3.5%, and 4.1% above 2024 levels, respectively.

Operating expenses ended the year at \$326.3 million, 1.9%, or \$6.5 million, below budgeted levels. Personnel expenses, which include salaries, overtime, payroll taxes, and fringe benefits, ended the year 1.6% below budget. Fuel and Utilities ended the year 5.1% below budget. Inventory, Services, and Materials ended the year 2.0% below budget.

Transfers to Other Funds are to support the expected expenditures and to maintain the recommended fund balances for the Bond Retirement, Insurance, Supplemental Pension, Capital Improvement, and Reserve Funds. All transfers to other funds ended the year at budgeted levels.

## **BOARD POLICY GOALS**

	<b>Board Policy Goals</b>			
	<b>KPI</b>	<b>Definition</b>	<b>Goal</b>	<b>YTD</b>
<b>Operating Efficiency</b>	Operating Ratio	% of Operating Expenses are covered by Operating Revenues (Passenger Fares, Advertising, Investment Income)	> 25%	10.7%
	Cost/Hour of Service	Dividing total operating expenses by total service hours	\$ 193.24	7.34%
	Growth per Year	Cost of delivering a unit of service compared to prior year	< rate of inflation (2.7%)	
	Operating Reserve (months)	Available ending balance is equal to cash equivalent of one-month's operating expenses	> 1 month (1.0)	1.2
<b>Capital Efficiency</b>	Debt Service Coverage	Authority's ability to meet annual interest and principal payments on debt	> 1.5	5.7
	Sales Tax Contribution to Capital	Transfers to fund the Authority's bond retirement payments and local funding for capital projects	> 10%	9.9%
	Capital Maintenance to Expansion	Ratio of focus between State of Good Repair (SOGR) vs. service expansion	75 - 90%	100%

**Figure 5: Board Financial Policy Goals**

### **Operating Efficiency**

The policy goal is to maintain an **Operating Ratio** of at least 25%. This ratio shows the efficiency of management by comparing operating expenses to operating revenues (Passenger Fares, Advertising & Concessions, Investment Income, and Other Operating Revenues). The Operating Ratio ended the year at 10.7%, which does not meet the goal. (Figure 5)

The target of the **Cost per Hour of Service** indicator is service to be maintained at or below the rate of inflation. The inflation rate was 2.7% at year-end and the cost per service hour was \$193.24. At the end of 2024, the cost per service hour totaled \$180.02. The Growth per Year for 2025 was 7.34%, above the rate of inflation, which does not meet the goal.

**Operating Reserve is targeted for a period of 30 Days or 1 Month**, which requires the available unrestricted cash and cash equivalents to be one month of operating expenses to cover any unforeseen or extraordinary fluctuations in revenues or expenses. The Operating Reserve at the end of the year was 1.2 months. This policy goal has been met.

**Capital Efficiency**

The **Debt Service Coverage** ratio is the measure of the Authority's ability to meet annual interest and principal payments on its outstanding debt. The goal is for the debt service coverage to be 1.5 or above and compares total resources (net of operating costs and transfers to the Insurance, Capital, and Pension Funds) with the Authority's debt service needs. The Debt Service Coverage ended the year at 5.7, exceeding the policy goal.

The **Sales Tax Contribution to Capital** is a measure of the level of commitment to longer-term capital needs by determining the percentage of the sales tax revenues that is to be allocated directly to the Capital Improvement Fund to support budgeted projects or to the Bond Retirement Fund to support debt service payments. This indicator ended the year at 9.9%, which nearly meets the policy goal of above ten percent.

The **Capital Maintenance Outlay to Capital Expansion Outlay** ratio shows the Authority's focus remains on the maintenance, or State of Good Repair, of its current assets rather than on the expansion of service levels. This continues to remain the focus as the Authority continues its bus replacement program, equipment upgrades, and plans for rail vehicle replacement and rail infrastructure improvements.

## Capital Commitments and Expenditures

### Capital Revenues

Under the Federal Grants program there are 39 active grant awards. 19 of those grants are within the Formula Grant awards category, and the remaining 20 are either highly competitive or discretionary grants.

The Formula Grants include \$53.8 million in funding under the following:

- Section 5307 - Urbanized Area Formula Grant
- Section 5337 - State of Good Repair (SOGR) Grant
- Section 5339 - Bus & Bus Facilities Grant

Competitive grants that have been approved and received (earned) are as follows:

- ODOT (Ohio Department of Transportation):
  - UTP (Urban Transit Program)
  - OTP2 (Ohio Transit Partnership Program)
  - OWMP (Ohio Workforce Mobility Partnership)
- OEPA (Ohio Environmental Protection Agency):
  - DERG (Diesel Emission Reduction Grant)
- NOACA (Northeast Ohio Areawide Coordinating Agency) Flex Funding:
  - CMAQ (Congestion Mitigation and Air Quality)
  - STBG (Surface Transportation Block Grant)
  - CRP (Carbon Reduction Program)
- FTA (Federal Transit Administration)
  - Transit Infrastructure Grant – Community Project Funding
  - Railcar Replacement Program - IIJA (Infrastructure Investment and Jobs Act, 2022)
  - ASAP (All Stations Accessibility Program)

For 2025, the Strategic Plan initiative was to apply for, and successfully obtain, at least \$35 million of competitive grant awards which would enable the Authority to focus on its SOGR projects. The following competitive funds totaling approximately \$28.3 million were awarded in 2025:

- Ohio EPA – DERG: \$2.7 million
- Ohio Dept of Development – Tech Cred Round 29: \$19,580
- Ohio Dept of Development – Tech Cred Round 30: \$29,330
- Ohio Dept of Development – Tech Cred Round 32: \$7,780
- Ohio Dept of Development – Tech Cred Round 33: \$29,220
- Ohio Dept of Development – Tech Cred Round 34: \$24,300
- NOACA Enhanced Mobility of Seniors and Individuals with Disabilities Program - \$1.7 million
- ODOT - OTP2 \$19.8 million
- ODOT - UTP \$4 million

**Commitments by Capital Category**

The capital program is based on a multi-year, or an Inception-to-Date (ITD), approach. The total capital budget of \$1,013.8 million for FY 2025 includes original appropriations of \$253.7 million for FY 2025, and \$760.1 million of prior year carryovers, which are displayed in Table 1. Projects within the capital program are placed in nine categories as seen in the table below, which compares the budget to the year-end projections for each category.

At the end of 2025, current commitments totaled \$687.5 million, including \$294.2 million of ITD expenditures and \$393.3 million of current encumbrances. The ITD Budget less current commitments result in \$326.3 million, or 32.2%, in available funding. Most capital activities during the Fourth Quarter were continuing projects that began in prior fiscal years or were planned FY 2025 construction projects. These projects focused on the State of Good Repair (SOGR) of the Authority’s capital assets, which will be discussed below in greater detail.

Categories	(ITD) Budget A	Current Commitments B	Budget vs Current Commitments A-B	% Remaining (A-B)/A	Projected Commitments @ End of 2025 C	Projected Commitments vs. Current Budget A-C	
Bus Garages	\$ 8,125,000	\$ 6,252,455	\$ 1,872,545	23.0%	\$ 6,252,455	\$ 1,872,545	23.0%
Bus Improvement Program	77,896,086	72,887,396	\$ 5,008,690	6.4%	72,887,395	5,008,691	6.4%
Equipment & Vehicles	41,891,352	18,272,309	\$ 23,619,043	56.4%	18,272,309	23,619,043	56.4%
Facilities Improvements	119,411,804	63,227,744	\$ 56,184,060	47.1%	63,227,744	56,184,060	47.1%
Other Projects	44,833,298	5,130,164	\$ 39,703,134	88.6%	5,130,164	39,703,134	88.6%
Preventive Maint./Operating Reimb.	9,414,538	8,728,057	\$ 686,481	7.3%	8,728,058	686,480	7.3%
Rail Projects	222,229,100	125,907,313	\$ 96,321,787	43.3%	125,907,313	96,321,787	43.3%
Railcar Replacement Program	488,192,003	387,099,520	\$ 101,092,483	20.7%	387,099,520	101,092,483	20.7%
Transit Centers	1,834,315	0	1,834,315	100.0%	0	1,834,315	100.0%
<b>Sub-Total: RTA Capital</b>	<b>\$ 1,013,827,496</b>	<b>\$ 687,504,958</b>	<b>\$ 326,322,538</b>	<b>32.2%</b>	<b>\$ 687,504,958</b>	<b>\$ 326,322,538</b>	<b>32.2%</b>

Table 1

Figure: 6

**2025 Expenditures by Capital Category**

The graph below compares current expenditures for each category year-over-year, expenditures at the same point in time. The majority of capital expenditures in 2025 occurred in three major categories: Rail Replacement Program Projects at \$60.8 million, Facility Improvements at \$20.4 million and the Bus Improvement Program at \$15.1 million. These three categories total \$96.3 million, or 78.4%, of capital expenditures in 2025.

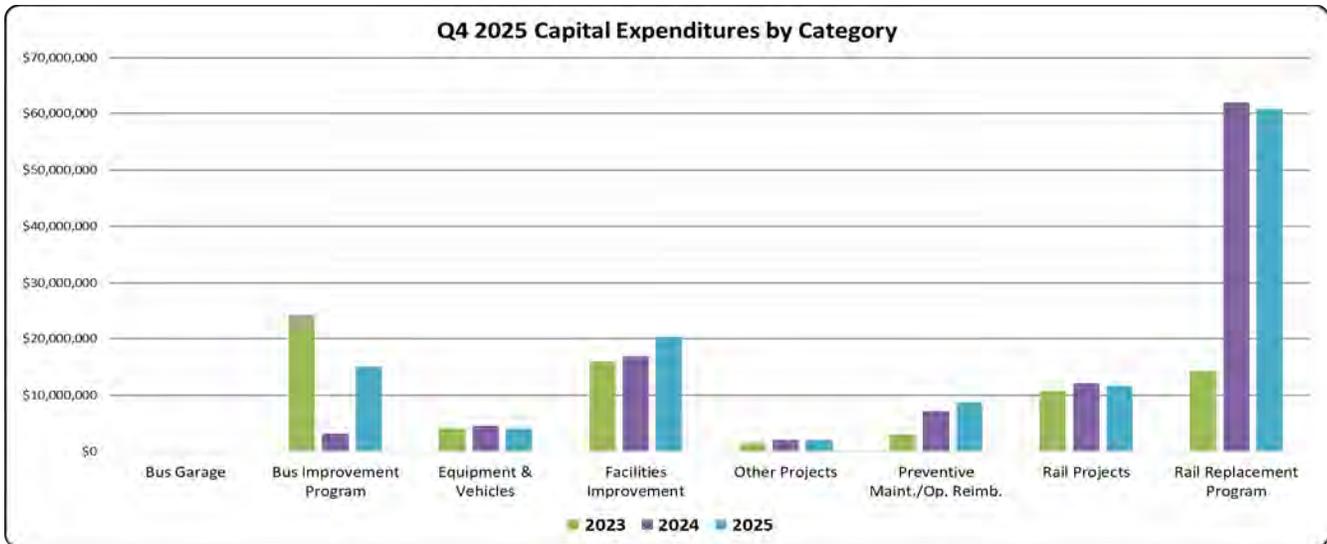


Figure: 7

**Bus Garages**

This category includes capital projects focused on maintaining and upgrading bus garage facilities that support bus operations. Projects include the replacement of lifts at the Hayden and Paratransit garages, the bus wash systems at the Hayden and Triskett garages, and replacement of the Hayden Garage pivot gates. At the end of 2025, commitments in this category totaled \$6.3 million out of total appropriations of \$8.1 million, resulting in a positive variance of \$1.8 million, or 23%. The remaining balance reflects projects or programs that came in under budget or whose next phase will require additional funding.

**Bus Improvement Program**

The Bus Improvement Program enables the Authority to retire older vehicles and invest in newer, more fuel-efficient buses. In FY 2025, the Authority ordered and began receiving 40 replacement 40-foot CNG buses and 18 Paratransit vehicles. At year-end 2025, total commitments in this category were \$72.9 million out of total appropriations of \$77.9 million, resulting in a positive variance of \$5.0 million, or 6.4%. Remaining funds are expected to support final deliveries and closeout activities.

**Equipment & Vehicles**

This category includes investments in operational equipment, vehicles, and supporting technology systems. Projects include upgrades to equipment, fare collection equipment, and the implantation of updated cybersecurity, dispatching, and financial systems. At the end of 2025, total commitments were \$18.3 million out of a total budget of \$41.9 million, resulting in a positive variance of \$23.6 million, or 56.4%.

**Facilities Improvements**

Facilities Improvements include major capital investments to preserve and modernize Authority-owned buildings and infrastructure. Ongoing projects include the Tower City East Portal Rehabilitation, Central Rail Access Road Bridge Rehabilitation, repairs to the Main Office roofing and elevator, and other smaller facility enhancements. At the end of 2025, total commitments in this category were \$63.2 million out of a total budget of \$119.4 million, resulting in a positive variance of \$56.2 million, or 47.1%.

**Other Projects**

The Other Projects category includes other miscellaneous capital projects that do not fit into the other capital categories and contingency budget. The largest project in this category is the MetroHealth Line Bus Rapid Transit (BRT). The other projects in this category include Transit Study Programs, Farnsleigh electric charger, and ConnectWorks Microtransit pilot. At the end of 2025, this category has combined project commitments of \$5.1 million out of the budget of \$44.8 million, resulting in a positive variance of \$39.7 million or 88.6%.

**Preventive Maintenance/Operating Expense Reimbursements**

This category includes reimbursements to the General Fund for various eligible activities. These include formula grant-funded preventive maintenance activities and non-formula grant-funded reimbursements for the delivery of ADA services. Commitments at year-end totaled \$8.7 million.

**Rail Projects**

Rail Projects focus primarily on State of Good Repair investments across the Authority's rail system. Key projects include the Light Rail Track Rehabilitation Program, Overhead Catenary Replacement Program, Substation Improvement Program, reconstruction of the East 79th Street Blue and Green Lines Station, replacement of the Centralized Train Dispatching System (CTDS), and replacement of equipment used to maintain the Authority's tracks. At the end of 2025, \$125.9 million of the \$222.2 million budgeted for this category was committed, resulting in a positive variance of \$96.3 million, or 43.3%. Remaining funds are associated with multi-year projects currently in progress.

**Railcar Replacement Program**

In April 2023, the Board of Trustees (BOT) approved the purchase of 24 new rail cars and the contract with Siemens Mobility, Inc. In November 2023, the BOT approved the exercise of the first option to purchase 6 additional rail cars at the same contract price as the original 24 rail cars. In November 2024, an additional option was exercised to approve the purchase of 18 additional vehicles. Recently, the BOT exercised an additional 6 rail car option in September 2025 which brought the total to 54 rail cars on order. At the end of 2025, \$387.1 million of the \$488.2 million budgeted were committed for vehicle engineering, vehicle purchase, and rail infrastructure modification. The commitments resulted in a positive variance of \$101.1 million, or 20.7% to cover ongoing infrastructure costs and contingencies.

**Transit Centers**

The Transit Centers category is budgeted at \$1.8 million and had no commitments at the end of 2025. ADA upgrades at Warrensville Station are being completed in coordination with the station reconstruction project.

<b>GCRTA Traction Balanced Scorecard</b>				
<b>Success Outcome</b>	<b>Metric</b>	<b>Definition</b>	<b>Goal</b>	<b>Q4 Result</b>
<b>Customer Experience</b>	Net Promoter Score	How likely customers are to recommend GCRTA	29	23
	Overall Customer Satisfaction	Percentage of customers satisfied or very satisfied	74%	78%
	Personal Safety/Security Perception	Percentage of customers who agree or strongly agree that they feel safe on the vehicle and at the station	68%	63%
	On-Time Performance – Impression	Percentage of customers who agree or strongly agree that service is on time	76%	69%
	On-Time Performance – Actual	Percentage of actual on-time performance	83%	85%
	Vehicle Cleanliness – Perception	Percentage of customers who agree or strongly agree that vehicles are clean	59%	53%
<b>Community Impact</b>	Perceived value – Personal Relevance	Percentage of the community who believes GCRTA brings value	62%	65%
	Transit Oriented Development (TOD) on RTA properties	The number of TOD projects, approved by the Board of Trustees in 2025	4	1
	Economy: Ratio of private sector investment to major capital investment	Construction value ratio of development within ¼ mile of active and recently completed capital projects	7	7.03
	Capital dollars invested in Environmental Justice Zones/Communities	Percentage of major projects awarded (> \$1 million) within EJ communities	80%	90%
	Emission Reduction	Percent of Type I & II emissions reduction per passenger mile traveled on RTA	8%	-2%
<b>Employee Investment</b>	Vacancy fill rate (Operators, Mechanics, Transit Police)	Percent of positions filled for Operators, Mechanics, and Transit Police	95%	98%
	Cultivate Internal Talent Pipeline	Increase the percentage of internal promotions	36%	16%
	Agency-wide retention rate	Percentage of mission-critical employees retained by quarter	90%	96%
	Vacancy fill-rate: Non- Bargaining	Percentage of non-bargaining positions filled	95%	94%
<b>Financial Health</b>	Competitive capital grants	Competitive capital grant dollars awarded in 2025	\$35M	\$28.20
	Transfer from Revenue Stabilization Fund	Reduce the transfer from the Revenue Stabilization Fund to \$40M or below	\$40M	\$45M
	General Fund transfer to Capital / Rolling Stock Reserve Fund	Transfer to Capital and Rolling Stock Reserve Funds above Board Policy	\$10M	\$10M

### Transit Performance Metrics

Metric Category	Metric	Definition	Prior Year Q4 YTD	Q4 YTD Result
<b>Productivity / Reliability</b>	Unlinked Passenger Trips per Revenue Hour	Number of passengers carried by a transit vehicle during a single hour of revenue service	14.47	14.67
	Ridership	Total number of unlinked passenger trips	24,836,675	24,517,434
	Operating Cost per Revenue Mile	Measures the expense incurred for each mile of transit service	\$14.28	\$14.57
	Operating Cost per Revenue Hour	Measures the expense incurred for each hour of transit service	\$180.02	\$193.24
	Miles between Service Interruptions	Measures the mechanical reliability of a transit fleet	13,170	9,453
	Complaints per 100,000 passenger trips	Measures the number of service complaints per 100,000 unlinked passenger trips	17.76	13.67
<b>Safety / Security</b>	Preventable Collision Rate	Incidents where accidents are considered avoidable, per total vehicle revenue miles	1.73	1.79
	Total Collision Rate	Total number of collisions per total vehicle revenue miles	3.55	3.71
	On the Job Injury Rate	Total number of injuries per total hours worked	5.74	6.3

## Administration & External Affairs Division

### Community Advisory Committee

- Community Advisory Committee (CAC) convened on August 1.
- ADA Subcommittee of the CAC convened on August 14.
- Advocacy & Education Subcommittee of the CAC convened on August 21.
- Rules Subcommittee of the CAC convened on July 24.

### Community Engagement

- October 1st – Salvation Army Resource Fair
- October 4<sup>th</sup> – A Walk in Her Shoes Community Cancer Awareness Walk
- October 7<sup>th</sup> – Customer Experience (CX) Day – Tower City
- October 8<sup>th</sup> – Commuter Advantage Presentation – Cuyahoga Library
- October 10<sup>th</sup> – CAC Meeting
- October 10<sup>th</sup> – Service Project on-site Hope Campus (LA 39)
- October 13<sup>th</sup> – Shaw High – Business Advisory Meeting
- October 24<sup>th</sup> – Leadership Academy LA 39
- October 30<sup>th</sup> – Euclid Beach Villa Presentation
- November 4<sup>th</sup> – K&D – Apartment Commuter Advantage Presentation
- November 12<sup>th</sup> – East Cleveland Library
- November 17<sup>th</sup> – East Cleveland Salvation Army – Resource Giveaways – Transportation Info
- November 18<sup>th</sup> – Public Administration Day – National Forum for Black Administration Vendor Invitation
- November 19<sup>th</sup> – University Pass Presentation with Metro Catholic Ministries
- November 20<sup>th</sup> – GCRTA Presentation – Barton Communities
- November 21<sup>st</sup> – Leadership Academy 39
- December 3<sup>rd</sup> – Holiday Events Cookies & Cocoa – Windermere
- December 5<sup>th</sup> – Power & Way District visit
- December 10<sup>th</sup> - Holiday Events Cookies & Cocoa – Tower City
- December 11<sup>th</sup> – Councilman Star Townhall Meeting – Church Square Commons
- December 12<sup>th</sup> – Leadership Academy 39
- December 16<sup>th</sup> – Key Bank – Blaine Kelly – Commuter Advantage
- December 17<sup>th</sup> – Holiday Events Cookies & Cocoa – West 117<sup>th</sup> Madison
- December 18<sup>th</sup> – CAC Advocacy & Education
- December 19<sup>th</sup> – Paratransit District Visits

## Functional Assessments

From October 1, 2025 - December 31, 2025:

- October: 21 scheduled, 16 approved for Paratransit, 2 denied, 3 no shows.
- November: 12 scheduled, 10 approved for Paratransit, 0 denied, 2 no shows.
- December: 18 scheduled, 16 approved for Paratransit, 0 denied, 2 no shows.

## Mobility Presentations

School Training Sessions:

- October: Normandy HS (11 Students), Garfield Hts. HS (6 Students), Cuyahoga East Vocational Education Consortium (CEVEC) (17 Students), James F Rhodes HS (12 Students), Albert Einstein HS (8 Students), Polaris Career Center (40 Students)
- November: John Marshall High (9 Students), Warrensville HS (9 Students)
- December: Luis Munoz (6 Students), PEP Parma (6 Students)

Group Training Sessions:

- Edna House (October & December 2025)

## Government Affairs

Advocacy & Engagement

- NOACA Annual Meeting (October 3): Attended the annual meeting to stay engaged on regional transportation priorities and planning initiatives.
- TRAC Regional Hearing – Kent State Tuscarawas Campus (October 8): Supported Deputy General Manager Michael Schipper as he presented GCRTA's light rail reconstruction project before the TRAC Board.
- NOACA External Affairs Committee Meeting (October 10): Represented GCRTA at the quarterly committee meeting focused on regional advocacy and coordination.
- Ohio United Way ALICE Summit (October 14): Represented GCRTA at the Statehouse in Columbus, engaging in discussions on ALICE households and the role of transportation in economic stability.
- ODOT Access Ohio 2050 Regional Stakeholders Meeting (October 22): Participated in long-range transportation planning discussions to inform statewide mobility priorities.
- Punchbowl Pop-Up Conversation with Transportation & Infrastructure Chair Rep. Sam Graves (November 4): Attended briefing on federal transportation priorities and congressional outlook.
- The Bus Coalition – Capitol Hill Legislative & Lobbyists Briefing (November 10, virtual): Participated in national advocacy discussions related to transit funding and federal policy.
- APTA State Affairs Committee Monthly Meeting (November 21): Continued engagement with national peers on state-level advocacy strategies.
- OH-11 Monthly Ambassador Meeting (December 3): Participated in guest presentations from Democracy Forward and United Way, strengthening regional partnership alignment.

## Conferences & Panels

- 2025 Latinos in Transit (LIT) Leadership Conference – Albuquerque, NM (October 2–4): Attended and served on a panel, highlighting GCRTA's work and contributing to national dialogue on leadership, equity, and transit innovation.
- 2025 OPTA Expo & Conference (November 20): Represented GCRTA as a panelist discussing

cross-departmental messaging alignment between marketing, communications, and government affairs.

## Community Engagement & External Partnerships

- Broadway TOD Open House (November 12): Attended to support community engagement efforts around transit-oriented development.
- Diversity Center of Northeast Ohio – 71st Humanitarian Award Celebration Dinner (November 12): Represented GCRTA at this regional recognition event highlighting diversity and inclusion leadership.
- Council of International Programs (CIP) USA Annual Meeting (November 18): Participated in discussions advancing international exchange and community collaboration.
- NOACA Business / Community / Rural / ELAC Advisory Councils Quarterly Meeting (December): Represented GCRTA across multiple advisory councils to strengthen engagement with business and community stakeholders.
- La Gran Parranda 2025: Through Latinos Unidos ERG, GCRTA partnered with the Northeast Ohio Hispanic Chamber of Commerce to deliver the annual La Gran Parranda community celebration, strengthening cultural connections and community visibility.

## Regional Leadership & Internal Governance

- NEORide Executive Committee Meeting (November 7, virtual): Participated in regional coordination efforts supporting shared mobility initiatives.
- RFP 2025-136 – Strategic Plan Update (December): Served as a non-voting member on the consultant selection process for GCRTA's Strategic Plan Update.

## Marketing

During the fourth quarter of 2025, the Marketing Department focused on high-visibility seasonal campaigns, internal engagement, and continued preparation for 2026 major initiatives while navigating shifting timelines, budget constraints, and evolving agency priorities. The team balanced execution and planning, delivering successful holiday programming, advancing Account-Based Ticketing (ABT) readiness, strengthening internal communications, and laying groundwork for future community and employee engagement.

## Building Momentum on Key Initiatives

### Account-Based Ticketing (ABT)

Marketing continued close coordination with Revenue, MIS, Training, Customer Experience (CX), and ADCOM to prepare for the June 1, 2026, ABT launch. While project timelines shifted as operational processes and procedures were finalized, Marketing completed most core creative assets and adjusted its rollout schedule accordingly. Work this quarter included refining internal education materials, reviewing updated fare capping documentation, and aligning presentation content for executive review. Certain print and fact-sheet production items were intentionally paused to avoid rework while outstanding policy decisions are finalized, ensuring accuracy and fiscal responsibility.

### Railcar Replacement Program (RCRP)

Marketing supported continued coordination around RCRP updates, including internal and external messaging alignment as construction milestones progressed. Communications planning remained closely tied to Engineering and Planning updates, with readiness to support future community outreach once additional project phases are confirmed.

## Seasonal Campaigns & Community Engagement

### Holiday Campaign & Cocoa & Cookies with Santa

The 2025 holiday campaign launched in mid-November following concept development and refinement with ADCOM and executive leadership. Holiday-themed trolley wraps entered service, supported by digital, social, and internal communications. In partnership with Transit Police, Marketing planned and executed three Cocoa & Cookies with Santa community events in December at Windermere, Tower City, and West 117th. These events expanded GCRTA's community presence during the holiday season while remaining cost-conscious and operationally feasible. Post-event observations and lessons learned are being documented to inform 2026 planning.

### Winter & External Events

Marketing supported WinterLand participation, coordinated holiday contest administration, and provided guidance on evolving social media platform requirements that affected giveaway communications and winner notifications. Adjustments were made to maintain compliance and participant awareness.

## Internal Engagement & Employee Communications

### Town Halls & GM District Visits

The team completed Town Hall wrap-up deliverables, including segmented video publishing, analytics review, and internal summaries. Marketing also supported GM District Visits throughout the quarter, providing planning coordination, on-site support, photography, and follow-up communications. District visit notes were prepared for posting on internal platforms to ensure transparency and accessibility.

### Employee Recognition & Heritage Initiatives

Marketing supported multiple internal engagement efforts, including PIP graduation announcements, Veterans Day content, Fraud Awareness communications, and year-end ERG activities. Planning advanced for Black History Month, Women's History Month, and Employee Appreciation Day in early 2026, following established heritage-month processes.

## Creative Services & Content Development

### Video, Photography & Design

The team advanced several multimedia projects, including veterans video development, rail history video collaboration, DART endowment and scholarship video production, ongoing employee headshot sessions, and holiday campaign photography and social content.

### Podcast Development – Driving Connections

Podcast planning continued with studio testing, platform reviews, and legal considerations. Episode topics and launch timing were re-evaluated to ensure alignment with the agency's evolving financial and strategic landscape. While originally targeted for Q1, the podcast launch is now anticipated in Q2 2026 pending leadership review and final approvals.

## Operational Improvements & Departmental Development

Marketing continued to address operational challenges related to analytics access, reporting tools, and workflow management systems. Progress continued on improving access to and proper configuration of Google Analytics, advancing FreshService form development, completing branding audits, and evaluating replacements for legacy communication platforms to modernize internal processes.

**Staffing & Planning**

Interviews continued for the vacant Digital Content Specialist position to restore full team capacity. End-of-year performance reviews were completed, and department goal setting and scorecard development began in preparation for 2026. Budget planning for FY25/FY26 emphasized cost containment while preserving support for critical agency initiatives.

**Looking Ahead**

As the year closed, the Marketing Department remained focused on delivering timely, accurate communications while preparing for a significant year ahead. Priorities moving into 2026 include ABT launch readiness, service change community engagement if required, podcast rollout, strategic annual report development, and continued evolution of internal communications aligned with TRACTION goals.

**Office of Equal Opportunity**

**EEO/ADA CASES – EO/ADA Cases- Total of 54 complaints/accommodations filed in 2025.**

2025 4th Quarter -14 complaints (4 cases pending)

5 - ADA Accommodations

1 - Religious Accommodation

2 - Mediation Requests

3 - Title VI, Title VII, and or alleged violation of GCRTA’s policy- (sexual harassment, discrimination, and retaliation)

**Greater Cleveland Regional Transit Authority (ONERTA) 4<sup>th</sup> Quarter 2025 Updates**

**October**

The OneRTA Learning Series on People and Culture Training covered Bias Against Differing Abilities in the Workplace. The presentation explained the various social groups and emphasized the importance of understanding why discrimination occurs against certain groups due to their disabilities.

These videos showcase the heritage of Bias Against Differing Abilities in the Workplace:

<https://www.youtube.com/watch?v=DTwFFuCXyGk>

<https://www.youtube.com/watch?v=MEsw3qvpS9g>

Monday, October 6, 2025,	11 am to 12 pm	Hayden (31)
Wednesday, October 8, 2025,	1 pm to 2 pm	Paratransit (5)
Thursday, October 9, 2025,	11 am to 12 pm	MOB (10)
Tuesday, October 7, 2025,	1 pm to 2 pm	Rail/Power & Way/TP (54)
Wednesday, October 8, 2025,	11 am to 12 pm	Triskett (0)
Friday, October 10, 2025	1 pm to 2 pm	CBMF (6)

Safe discussions were hosted in all six districts. Surveys were handed out to see what the participants wanted or needed, and this is what the attendees stated:

- They would like to have training on communication and cultural awareness in the workplace,
- They feel that this training should have more people attending instead of having fewer or no people.

**November**

In the fourth quarter of this month, as part of the OneRTA Learning series on People and Culture Training, we discussed Native American Heritage Month in the Workplace. This presentation provided a framework for understanding the cultural identity and political activism of Indigenous Peoples in the United States. It recognizes the diversity among tribes while emphasizing the experiences related to colonization, marginalization, and the ongoing struggles for rights and recognition.

These videos showcase the heritage of Native Americans.

AGAINST THE CURRENT | A Short Documentary About the Culture of Indigenous People | BYkids  
<https://www.youtube.com/watch?v=LLh3gw0kVhQ>

Monday, November 10, 2025	11 am – 12 pm	Hayden (1)
Tuesday, November 11, 2025	1 pm – 2 pm	Paratransit (1)
Thursday, November 13, 2025	11 am—12 pm	MOB (5)
Tuesday, November 11, 2025	9 am—10 am	Rail/P&W/TP (0)
Friday, November 14, 2025	11 am – 12 pm	Triskett (0)
Friday, November 14, 2025	1 pm – 2 pm	CBMF (4)

- A survey was distributed to gather employees' interest for cultural and OneRTA training.
  - The participants responded with the following suggestions:
- Workplace Training on different ethnicities and communities.
- GCRTA to continue providing educational courses on various issues, Workforce training and professional development.
- OEO Team and Pride Leadership attended 1st LGBTQ + Symposium on November 12, 2026. Discussion: Narratives That Count: Proving the Business of Belonging Through Data and Impact.

**December**

This month, everyone has been taking holidays, vacation days, and personal days off. In response, the Office of OEO/ADA/OneRTA Learning Series organized a Winter Around the World party for the Employee Resource Groups (ERG) Leaders. During the event, the new leadership was welcomed, and certificates were distributed to Emeritus ERG leaders for their hard work.

**Public Information**

In the News:

- Press releases: 13
- Media Public Records Requests: 12
- Riders’ Alerts: 6
- Radio Interviews/Mentions:
  - WTAM 1100 AM – 45 mentions
  - WCPN 90.3 FM (Ideastream) – 58 mentions
  - WDOK 102.1 FM – 1 mention

TV Interviews/Mentions:

- WOIO 19 News – 103 mentions
- WJW Fox 8 News – 53 mentions

- WKYC 3 News – 20 mentions
- WEWS News 5 – 76 mentions
- SPECTRUM News – 32 mentions

Publication mentions (Digital/Print):

- Cleveland.com/The Plain Dealer – 18 mentions
- NEOtrans – 4 mentions
- Mass Transit Magazine – 2 mentions
- FreshWater Cleveland – 1 mention
- Railway Age – 1 mention
- Signal Cleveland – 8 mentions
- Passenger Transport – 1 mention
- Cleveland Jewish News – 1 mention
- Railway Gazette – 1 mention
- ENR MIDWEST (Magazine) – 1 mention
- Hoodline Cleveland – 1 mention
- AXIOS Cleveland – 1 mention
- Cleveland Magazine – 1 mention
- Local Accidents Reports – 1 mention
- Electric Railroaders Association (ERA) – 1 mention

**Small Business Enterprise (SBE) Participation**

KEY PERFORMANCE MEASURES

SBE Participation

On October 3, 2025, the U.S. Department of Transportation issued an interim final rule requiring immediate changes to the Disadvantaged Business Enterprise (DBE) program regulations. This rule mandates an immediate suspension of DBE goals from projects.

Under the IFR, recipients are not required to report on the overall DBE triennial goals until the recipient has established a new overall annual DBE goal following completion of the reevaluation process.

The performance period of October 1, 2025 – December 31, 2025, represents the fourth quarter. Federal dollars awarded to Small Businesses during the fourth quarter totaled **\$6,218,085**.

The performance period of October 1, 2025 – December 31, 2025, represents the fourth quarter. Federal Dollars awarded on Small Purchase contracts during the fourth quarter and FFY to-date totaled **\$1,278,655**.

Total performance period of October 1, 2025 -December 3, 2025, on all Federal Dollars awarded was **\$7,496,740**.

**YEAR TO DATE  
SBE PERFORMANCE BY QUARTER  
(October 1, 2025 – December 31, 2025)  
Small Business Participation Federal Dollars Awarded**

	<b>Total Small Business Contracts</b>	<b>Total Small Purchase Contract</b>	<b>Total on Federal Dollars</b>
<b>1st Qtr.</b>			
<b>2<sup>nd</sup> Qtr.</b>			
<b>3rd Qtr.</b>			
<b>4th Qtr.</b>	<b>\$6,218,085</b>	<b>\$1,278,655</b>	<b>\$7,496,740</b>
<b>TOTAL</b>	<b>\$6,218,085</b>	<b>\$1,278,655</b>	<b>\$7,496,740</b>

Figure: 8

**Office of Business Development Activities**

Outlined below are selected efforts undertaken during the fourth quarter of FFY 2025

**Selected Contract Compliance Activities during the quarter include:**

- Business2Government Now (B2Gnow) year-end contract review memos to engineering staff: 16
- B2Gnow inquiries memos to outstanding B2Gnow participants: 17
- B2Gnow response from outstanding B2Gnow participants: 12
- Review Certified Payroll: 32
- Monitoring Projects: 9

**Selected Outreach Efforts during the quarter include:**

- Attended Honorable Congresswoman Shontel Brown All Black Celebration
- Attended Black Professional Association Charitable Foundation (BPACF) VIP Reception: The Intersection of Legacy & Community at the Mid Town Collaboration Center
- Attended The City Club: The 2025 State of the County with County Executive Chris Ronayne
- Attended The City Club: 2025 State of the Schools with Dr. Warren G. Morgan, CEO of Cleveland Metropolitan School District (CMSD)
- Attended Black Pages: 45<sup>th</sup> Annual Scholarship & Awards Gala
- Attended 2025 Ohio Minority Supplier Development Council's Annual Awards Gala
- Participated on ODOT's 2025 Small Business Virtual Roundtable
- Participated on DBE Program Interim Final Rule Webinar hosted Shelton Russell and Colette Holt
- Participated on APTA DBE/IFR Listening Session: DBE/SBE, Procurement Supply Chain, Strategic Engagement Confirmation
- Participated on City of Cleveland Community Benefits Resource Expo
- Participated on ACCA: Key DEIA Compliance Updates
- Participated on B2Gnow: IFR Compliance & System Updates Webinar
- Participated on Multi-Agency: Free Resources & Small Business Expo
- Participated on COMTO Cleveland: Transit Talks Event
- Participated on Goldman Sachs 10KSB Cohort 38 Interviews
- Participated on Changes in the Northeast Ohio Regional Sewer District (NEORS) Business Opportunity Program Confirmation Webinar





Quarterly Performance Report

EEO Job Category	Remaining to Reach Parity Males	Remaining to Reach Parity Females
Officials & Administrators	0	1 White Female
Professionals	3 Asian Males	34 White Females
Technicians	0	20 White Females, 2 Hispanic or Latino Females
Protective Service	0	1 White Females
Administrative Support	0	37 White Females
Skilled Craft	8 Hispanic or Latino Males, 1 Asian Males, 3 Two or More Races Males	18 White Females, 8 Black Females, 1 Hispanic or Latino Female, 2 Asian Females
Service Maintenance	9 Hispanic or Latino Males, 6 Asian Males	220 White Females, 1 American Indian/ Alaska Native Female, 16 Hispanic or Latino Females, 10 Asian Females

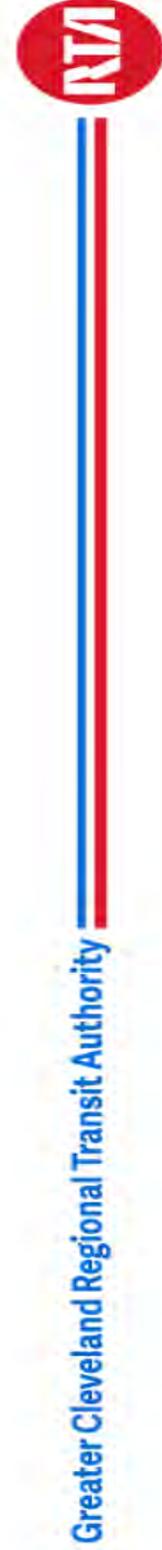
\*The Total Placements reported include new hires, rehires, and promotions in each designated category. Goals met are highlighted in green.

\*The Employment Recruitment Department (ERD) and OEO collaborate to ensure the recruitment and selection/offer process is conducted with the Affirmative Action goals in mind. The following recruitment efforts were conducted to put forth a good faith effort to increase our applicant pool of candidates to meet our goals.

# October – December 2025 | COMMUNITY CONNECTIONS

The Talent Acquisition department and OEO collaborate to ensure the recruitment and selection/offer process is conducted with fairness and equity for all candidates and the diverse communities we serve. The following are agencies we partner with regularly to share our needs and host hiring events.

October	November	December
<ul style="list-style-type: none"> <li>• Information Session - Mechanics</li> <li>• Community Application Sessions (x4)</li> <li>• Normandy High School Class Visit</li> <li>• Hiring Event – Bus Operator</li> <li>• City Mission Volunteer Day</li> <li>• Step Forward Career Fair</li> <li>• Career Fair at Garrett Morgan College</li> </ul>	<ul style="list-style-type: none"> <li>• Veterans Day Parade</li> <li>• Veterans Resource Fair</li> <li>• Cuyahoga Works Job &amp; Career Resource Fair</li> <li>• Northeast Ohio Career Fair</li> <li>• Bus Operator Evening Hiring Event</li> </ul>	<ul style="list-style-type: none"> <li>• Engineering Coffee &amp; Conversation</li> </ul>



# OUTCOMES

October to December 2025

4th Qtr. Total Number of Hires = 82

Location Name	Count	National Origin	Count	Gender	Count	Job Category
40 - Main Office	1	Asian	2	Women	41	80 = ATU
32 - Transit Police	1	Black or African American	68	Men	41	1 = FOP
25 - Central Svc Bl	4	Hispanic	1	Grand Total	82	1 = Non-Bargaining
24 - Central Bus Mnt	2	White	7			
22 - Rail Operators	7	Two or More Race	2			
20 - Cntrl Rail Mt F	1	American Indian or Alaskan Native	1			
09 - Triskett Operator	1	Did Not Disclose	1			
09 - Triskett	1	Grand Total	82			
05 - Paratransit	0					
05 - Paratran Oper	2					
04 - Hayden Operators	60					
04 - Hayden	2					
07 - Woodhill	0					
Grand Total	82					

<b>Lead Referral Sources</b>	
2 = Advertisement	1 = Job Posted on Another Site
3 = Ohio Means Jobs	1 = Urban League of Greater Cleveland
16 = Indeed	
9 = Job Fairs	
13 = Other	
5 = Referrals	
30 = Did Not Disclose	
3 = Agency	



Greater Cleveland Regional Transit Authority

### **Succession Planning and Employee Development**

GCRTA continues to enhance its People Strategy by expanding access to educational and development opportunities that lead to skills-development, increased awareness of innovative ideas, differing perspectives, and foster a culture of learning.

### **RTA and Tri-C Community Training & Development Job Hub Partnership**

The Community Training and Development Job Hub partnership model between Cuyahoga Community College and Greater Cleveland Regional Transit Authority aligns with Tri-C's current Access Center framework, which provides pathways out of poverty for underserved populations by connecting them to education, training, and jobs through community and business partnerships. Job Hub programming attracts new employees and upskills current employees for GCRTA career opportunities. Current Tri-C Access Centers include Esperanza, Olivet Housing and Community Development Corporation, and MetroHealth Medical Center.

### **Core Program Updates (Q4 2025)**

- A cohort of the **Frontline Leader Program** at Tri-C Corporate College including 12 GCRTA and 10 Ohio Turnpike Commission employees ran from July to November 2025. This cohort included a cross-section of leaders from the Operations, Legal, and Human Resources Divisions who are either new in their supervisory role or new to the Authority.

### **Employee Engagement and Enrichment Programs**

- Continued delivery of **soft skills training** for customer-facing support including Telephone Information Center employees, Customer Experience Department employees, Paratransit Reservations Operators, Station Attendants, Tower City Customer Service staff, and all Dispatchers.
- **Performance Evaluation training** was conducted for seven (7) employees new to the process (either through promotions or recent hires).

### **Technical Skills Building, Leadership, and Professional Development**

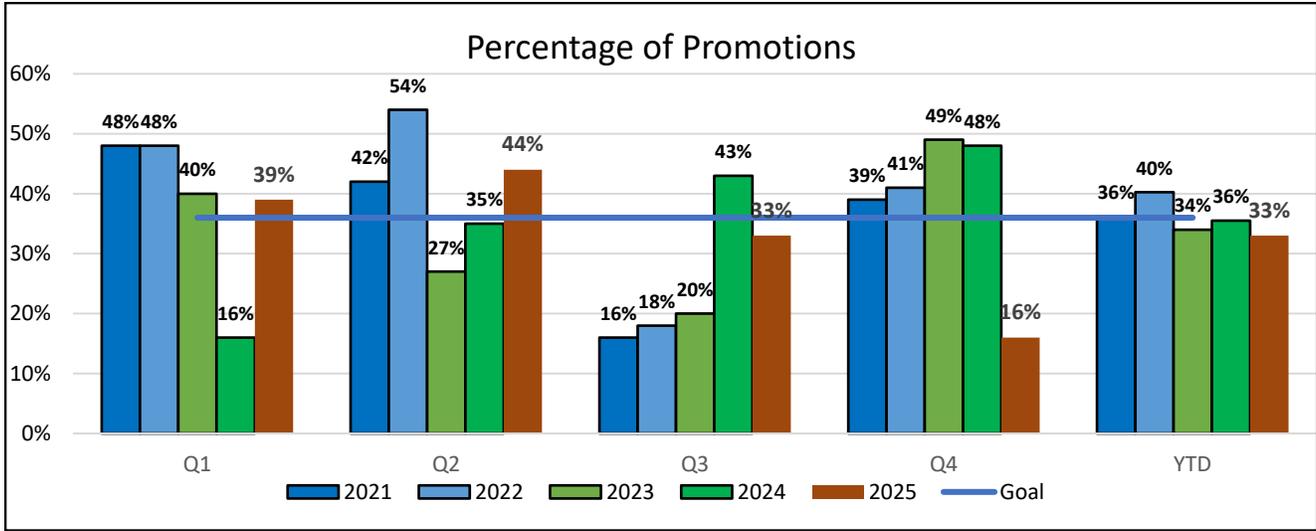
- **Road Instructor Certification** – Twelve (12) bus operators were certified in the program, which identifies and upskills excellent operators, and prepares them to be road instructors to assist newer operators in succeeding during training.
- **Healthline Smith System Training**– One-hundred and two (102) new bus operators were trained on the Healthline Training, which was established to help decrease accidents and increase awareness on our highest accident and ridership route.
- **Mechanic Training Program** – Eight (8) new mechanics were hired to impact operations. The training program includes hands-on training, mentorship from experienced professionals and theoretical lessons to equip participants with essential skills. The 6-month training aimed to bridge the gap between academic knowledge and practical experience, ensuring mechanics gain a comprehensive understanding of GCRTA automotive engines and processes.
- **Hostler and Mechanic Refresher** – Five (5) new hostlers, and Two (2) incumbent hostlers received additional training on the Healthline Route, and how to maneuver the coach through the garages at CBM, Triskett and Hayden. This program was established to help decrease accidents and increase awareness within each garage.
- **Hostler Forklift Recertification** – Sixteen (16) hostlers were recertified on Forklift procedures.

The recertification process typically includes a review of safety regulations, a refresher course on forklift operation, and a practical evaluation to assess the operator's performance. Recertification may also be required sooner if an operator is involved in an accident, observed using the equipment improperly, or assigned to a different type of forklift.

- **Biennial Operator Training** – Each bus, rail, and paratransit district successfully completed biennial training (Hayden – 58, Triskett – 44, Paratransit – 23, Rail – 28). This is a periodic training designed to update and reinforce essential skills, safety procedures, and regulatory compliance for transit bus and rail operators. This refresher typically covers topics such as defensive driving, customer service, emergency response, ADA (Americans with Disabilities Act) compliance, and updated transit policies. The goal is to ensure drivers remain proficient, adhere to safety standards, and provide high-quality service to passengers.
- Successful applications for **TechCred** (state funded grant): GCRTA was awarded \$30,000 for the November round of TechCred. In total, we've been approved for over \$120,000 state grant dollars through TechCred in 2025.
- **Technology Advancement** – In final selection stage for new Learning Management/Employee Performance Management System, to be implemented starting in July 2026.
- Continued supporting the **Account-Based Ticketing/Fare Capping** project through strategic discussions about training needs and approaches.
- Eight (8) Power and Way employees are advancing their learning through **COMPTIA A+ Core 1 & Core 2** (EXAM for Entry-level IT certification) 2nd and 3rd quarter 2025.
- **Big J Signal Training** – Level 1 & 2 Signal training was completed in October.
- **New Rail Car Training** – All 4 phases of new rail car pre-delivery training for Rail Equipment Technicians have been successfully delivered. Plan for a new rail car training for Rail Operators and Service Quality has been established.
- **Railway Education Bureau** – Basic Principles of Track Maintenance for 40 Track employees has begun and is progressing.

### Promotions & Employee Development

We continue to track progress for advancing our employee development efforts by measuring our percentage of promotions in relation to new hires (See Figure 9). This metric shows GCRTA's continued efforts and commitment to developing employees for promotion opportunities within all work segments, and particularly for key leadership positions.



**Figure 9: Percentage of Promotions**

Listed below are notable promotions during the 2025 4th quarter that highlight our succession planning and employee development efforts:

**Technical, Supervisory, Managerial Succession**

- Branden Malone promoted from Payroll Clerk to Payroll Specialist I – Finance Division
- Lashaunda Malone promoted from Rail Operator to Service Quality Supervisor Rail – Service Quality, Operations Division
- Michael Keho promoted from Transit Police Officer to Transit Police Sergeant –Transit Police, Operations Division
- Robert Tulevski promoted from Transit Police Sergeant to Lieutenant –Transit Police, Operations Division
- Thoms Kovar from Network Engineer to Cloud System Administrator – Information Technology, Operations Division

### Engineering/Construction Program

This section provides information on the status of the Authority’s engineering and construction activities. Projects are reported on by major program categories as follows:

- Bridges
- Track & Signal
- Passenger Facilities
- System Expansions
- Maintenance Facilities
- Planning

Other categories may be added on occasion depending upon activity in the Authority’s capital program.

PROJECT	DESCRIPTION	STATUS
<b><u>Bridges</u></b>		
Tower City East Portal Rehabilitation (52N)	Design of repairs to Tower City East Portal including track, power and signal. Designer: E.L. Robinson Cost: \$989,942	Contract awarded by Board on February 19, 2019. Notice to Proceed issued on April 4, 2019. Design proceeding. Track 8 duck-under to remain. Plans complete. Project issued for bids March 28, 2022. No bids were received. Estimate updated.  Procurement readvertised for 60 days, due December 11, 2023. One bid received. January 2024 Board awards Notice To Proceed February 20, 2024. Kick-off meeting March 7, 2024. Field work began June 24, 2024. Consultant support limited.
Tower City East Portal Rehabilitation (52N)	Construction Contractor: Great Lakes Construction Company Cost: \$18,267,764	Board awarded January 23, 2024. Notice to Proceed issued February 20, 2024. Project kick-off on March 7, 2024. Field work began June 24, 2024. Demolition and patching work continuing. Repair work Phase 3B began December 15, 2025, and is continuing. Track and Signal work also proceeding.
W. 117th Track Bridge Rehabilitation (62A)	Design for repairs to bridge and station platform Designer: Michael Baker International Design Cost: \$543,430	Board Awarded February 2021. NTP April 23, 2021. Field inspection and survey complete as of June 18, 2021. Phase 1 plans received August 13, 2021, and comments returned September 13, 2021. Phase 2 plans reviewed, and comments returned on November 10, 2021. 60% plans (Phase 3) received January 15, 2022, and comments returned February 12, 2022. 98% plans reviewed and Comments returned June 24, 2022. Construction NTP 7/12/2023. As-Built drawings being prepared. Closeout Underway.

<p>W. 117th Track Bridge Rehabilitation (62A)</p>	<p>Bridge repairs including platform replacement                  Construction Contractor: Suburban Maintenance                  Construction Cost: \$8,483,566</p>	<p>Contract awarded by Board on May 16, 2023. NTP issued on July 12, 2023. Construction agreements and submittal returns from Norfolk Southern throughout the quarter. Contractor demobilized for winter December 15, 2023. NS installed ballast retainer March 25, 2024. Restarting construction on April 15, 2024. Eastbound track demolished, bridge cleared for new deck.</p> <p>Bridge steel cleaned and repainted. New eastbound deck and track completed. Work on westbound bridge completed. Platform corrections made and reinstallation completed. Westbound track completed. Station reopened August 29, 2025. Closeout underway. Two claim issues holding project open.</p>
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<p>Red Line Flyover West of stokes (62C)</p>	<p>Design Estimate: \$540,000</p>	<p>Project to repair or remove bridge over abandoned industrial track. Preliminary design underway. Drainage investigation and soil borings completed as part of preliminary design. Preliminary design received December 15, 2023.</p> <p>Summary of design alternatives prepared. Preferred alternative selected 2B. Ongoing scope discussion. Project RFP to be issued as funding permits.</p>
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<p>2025 Engineering Services for Special Bridge Inspections (20.29)</p>	<p>Services Estimate: \$371,710                  Services Firm: Burgess &amp; Niple</p>	<p>Inspection of forty-six (46) structures that have Steel Non – Redundant Tension Members (STEN).</p> <p>Project RFP issued and pre-proposal meeting to be held on January 9, 2025. Proposer selected. Notice to Proceed issued May 21, 2025. Three bridges inspected during July 2025 west side rail shutdown. Eastside bridge inspections also completed during shutdown. Inspections and draft reports completed. Review taking place to finalize reports.</p>
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**Track, Signal & Power**

<p>Trunk Line Signaling Design (12D) (19.43 Task 5)</p>	<p>Design for Trunk Line (E. 79 to Shaker Sq. Station) Signal System Replacement                  Designer: Rio Grande Pacific Technology                  Cost: \$381,330                   New Design Consultant: Mott MacDonald                  Cost: \$131,209</p>	<p>Contract awarded by Board on December 17, 2019. NTP issued February 13, 2020. Trunk Line Survey Report received March 2020. Initial design completed and package sent to Procurement June 23, 2021.                   Bids received on August 18, 2021, but project canceled by Procurement. Second advertisement unsuccessful on December 8, 2021. Project submitted March 28, 2022, for third Procurement effort. Trip stop at LR100 removed from scope.                   Rio Grande Pacific Technology closed out as consultants no longer have personnel to service GCRTA. New consulting being provided by On-Call Signal Consultant, Mott MacDonald.</p>
<p>Trunk Line Signal Replacement – Construction (12D)</p>	<p>Construction Contractor: Bison Rail Services                  Construction Cost: \$5,689,010</p>	<p>Project submitted September 30, 2022, for fourth Procurement effort. Bungalow foundations submitted as separate Project. 12D(a).                   Bids opened November 30, 2022, for 12D(a) and December 15, 2022, for 12D.                   Both 12D Bison Rail Services and 12D(a) Northeast Ohio Trenching contracts awarded at January 31, 2023 Board meeting.                   NTP 12D(a) issued March 2, 2023.                   NTP 12D issued April 3, 2023.                   Major change order (\$1,133,578) to vane-relay based track circuits approved. Fiber optic communication between bungalows is necessary. Fiber is being installed separately under 59D.                   Installation of signal system re-scheduled for Summer 2026.                   Change order executed for emergency repair of hi-voltage 34.5kv power line and pole supply Buckeye-Woodhill Substation. Pole line repairs completed during August 2025 shutdown.</p>
<p>(12D(a))</p>	<p>Northeast Ohio Trenching                  Construction Cost: \$471,540</p>	<p>Four foundations constructed during Summer 2025 shutdown. Three bungalow foundations to be designed for installation at street level along Shaker Boulevard in 2026.</p>

<p>Red Line 515 turnout Return to Service (12F)</p>	<p>Designer: Mott MacDonald Design Cost: \$266,060 Construction Contractor: Hatzel &amp; Buehler Construction Cost: \$2,979,153</p>	<p>Return to service turnout 515 at west end of Brookpark Yard. Includes signal, track and CTDS work. Project will include work to add CAB loop to yard siding to support new railcar testing. Project awarded February 16, 2021, Board. 90% design received review completed in November 2021. First bidding no responsive bids received.</p> <p>Readvertised April 17, 2023. Bids opened on May 17, 2023. Awarded at July 25, 2023, Board Meeting to Hatzel &amp; Buehler. Notice to Proceed issued August 14, 2023. Backup 480V power supply completed to new relay case installation.</p> <p>Track completed Summer 2025. Program cutover complete. Project schedule anticipates completion Spring 2026.</p>
<p>Consolidated Train Dispatch System (CTDS) Upgrade (12H)</p>	<p>Furnish and Install B&amp;C Transit Cost: \$4,110,154</p>	<p>Replacement, testing and commissioning of new front end and back-office equipment including programming. RFP issued and pre-proposal held March 16, 2022. Proposals received on May 5, 2022. Selected proposal awarded at September 20, 2022, Board.</p> <p>Contract completed and NTP issued March 6, 2023. Preliminary project schedule received. Conceptual design received on September 1, 2023. Comments returned to B&amp;C for action.</p> <p>Final design received February 2024. Design evaluation complete April 2024. Design comments addressed and Final Approval issued. System assembly in progress. Factory Acceptance Test successfully completed in California. February 24-28, 2025. Servers installed at GCRTA.</p> <p>Work on network connectivity at Puritas and W.117<sup>th</sup> complete. Site Integration Test pending 1<sup>st</sup> Quarter 2026.</p>
<p>CRMF-Track 3 (52Y(a)) (52Y(b))</p>	<p>Track 3 and four Transfer Table Crossings Repair Designer: Parsons Design Cost: \$79,577 52Y(a) Construction Contractor: Delta RRS Construction Cost: \$1,093,055</p>	<p>Task Order to On-Call for Transfer Table modifications June 5, 2024. Modifications will allow continuous operation of table to and from Track 3 without halting. Design at 100%. Proof on concept rail head welding Project 52Y(b) had to be abandoned as rail sealant wouldn't tolerate weld temperature.</p> <p>52Y(a) Project ready for award on January 20, 2026.</p>

<p>Warrensville/Van Aken Substation Replacement (60B)</p>	<p>Furnish and Install Modular Warrensville/Van Aken Substation                  Contractor: Hatzel &amp; Buehler                  Construction Cost: \$3,242,238</p>	<p>Project Board Award approved on November 19, 2019. Notice to Proceed issued January 16, 2020. Resolution for Illuminating Company utility agreement approved. Prefabricated substation received and installed. House power connected for lighting, heating and cooling. Landscaping completed in October 2022. Illuminating Company has completed installing reclosers and switches.</p>
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Project completion dependent on necessary testing by Powell Industries, switch gear manufacturers. Illuminating Company has energized substation. Short-circuit test successful part of commissioning, March 4-6, 2025. Placed in-service June 12, 2025. Training completed. Closeout underway.

<p>W. 117<sup>th</sup> Substation Rehabilitation (60C)</p>	<p>Contractor: Lake Erie Electric                  Construction Cost: \$2,365,963</p>	<p>Replacement of transformer/rectifier and switchgear. Existing building to be reused. Board awarded contract March 23, 2021. Notice to Proceed issued May 14, 2021, and kick-off meeting held. Submittals completed and equipment manufactured. Delivery and construction began on October 24, 2022.</p>
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Installation of new equipment complete. PC breaker panel and House AC Service panels added. Final feeder installed. Missing relays installed. Station energized; testing and training completed. Closeout underway. Contractor replacing arc-flash labels.

<p>E. 120<sup>th</sup> Substation Replacement (60E)</p>	<p>Construction Contractor: Fowler Electric                  Construction Cost: \$7,194,208</p>	<p>Replacement of existing under-bridge substation in its entirety by installation of modular unit similar to Puritas (60A). Design in-house supplemented by On-Call for specific tasks such as foundation design. City Planning approved the project.</p>
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Environmental re-approval required for project that now include driveway parcel purchase in lieu of easement. Phase II report completed. Additional information requested by FTA provided. FTA Environmental approval granted. Contract awarded on January 21, 2025 Board Meet. NTP issued March 17, 2025.

Submittals received, equipment ordered. Property transfer and easement(s) completed. Construction of site work began November 2025. Working on driveway.

**Passenger Facilities**

<p>Warrensville- Van Aken Station (24W)</p>	<p>Reconstruction of Warrensville- Van Aken Station In-House design Contractor: Mike Coates Construction Cost: \$6,702,676</p>	<p>In-house design for new station includes platforms, track replacement/realignment, power modifications in connection with Project 60B and new comfort station/waiting area service building. Project also coordinates with Shaker Public Realm Improvements. ODOT TRAC funding will help complete track replacement under Project 24W(a).</p> <p>Scope reviewed and cost estimated including 10% bid and 10% construction contingencies. Set RFS in circulation. Project failed to bid within 110% of estimate. Project rebid due. Project awarded at the March 19, 2025 Board Meet.</p> <p>Construction Notice to Proceed issued April 12, 2025. Demolition completed. Foundation work underway. The Illuminating Company removed overhead wire. Busway retaining wall 75% complete.</p>
<p>Aken Track, Signal, Catenary and Power Infrastructure (24W(a))</p>	<p>Reconstruction of Warrensville-Van Aken Rail Infrastructure Budget: \$11,185,852</p>	<p>Track, Catenary and Signal design completed. Catenary shop drawings to be provided by contractor. Project bids were received December 6, 2024. No acceptable bids received.</p> <p>Second bid was in May 2025. No acceptable bids received. Third bid advertised on July 21, 2025, and contract awarded at September 23, 2025 Board meeting. Notice to Proceed issued November 10, 2025. Reviewing submittals.</p>
<p>E.79<sup>th</sup> Light Rail Station (24X)</p>	<p>Reconstruction of E.79<sup>th</sup> Light Rail Station Designer: Bowen+ Design Cost: \$959,767</p>	<p>Consultant is incorporating GCRTA's 60% comments and progressing the package to 90%. NEPA documents have been approved by FTA. Public Art proposals have been received and are under review. Project design is 100% complete. Bids received on February 20, 2025. Award scheduled for April Board. Kick-off May 27, 2025. Station closed on June 30, 2025. Platform and other sitework underway. Reviewing project submittals and RFI's.</p>

E. 79<sup>th</sup> Light Rail Station  
(24X)

Contractor: RL Hill + Platform Joint Venture  
Construction Cost: \$10,555,357

Contract awarded at April 15, 2025, Board meeting. Notice to Proceed issued May 27, 2025. Construction started on June 9, 2025.

Groundbreaking ceremony held on July 11, 2025. Demolition foundation, platform and street level bridge support work underway. Electrical account number assigned.

Soldier piles completely installed. Comfort station foundations and structural steel installed. Underground duct bank underway. Underground duct bank underway. Micropiles ongoing.

**Planning**

Update of Strategic Plan  
(20.43)

Update of GCRTA Strategic Plan  
Contractor: AECOM  
Cost: \$465,000

Project to update GCRTA Strategic Plan revising it through 2030. It will incorporate GCRTA The Board of Trustees approved the Contract to AECOM on January 20, 2026. The Consultant will attend the Board of Trustees Retreat on February 27, 2026.

Lorain Avenue TOI Plan  
(70-B)

TOD Plan for Lorain Avenue  
Contractor: TBA  
Budget: \$700,000

GCRTA was awarded funds through the FTA TOD Pilot Planning Program to evaluate the development of a Transportation Improvement

Project along the 15.7-mile Lorain Avenue Corridor from the Detroit-Superior Bridge to the Cuyahoga County line encompassing the City of Cleveland, Fairview Park, and North Olmsted.

GCRTA has already begun to engage the communities and the County Planning Commission on this important project. The RFP package will be ready and advertised during the First Quarter of 2026 with contract award in Quarter 2 of 2026

<p>Shaker Shelter Replacement Program (18.82 a-c)</p>	<p>Replacement of shelters Along the Blue and Green Lines</p> <p>Contractors: Tolar</p> <p>\$826,750 (a)</p> <p>Northeast Ohio Trenching</p> <p>\$293,000(b)</p> <p>Connect Point</p> <p>\$477,665 (c)</p>	<p>CMAQ funded this project to replace and enhance light rail stations on Shaker Lines. A Section 106 Consultant was hired first and has completed the approval by FTA and OHPO. The public planning and design process has concluded resulting in a shelter design and amenity package that met the approval of GCRTA customers, Shaker Heights Planning Department, and residents.</p> <p>It also included architectural support from a shelter manufacturer and resident GCRTA architect. Three contracts were awarded in January 2025 to Tolar Manufacturing for shelters, Connect Point for real time signage, and Northeast Ohio Trenching for concrete and sitework. Notice to Proceed has been issued for (a) on March 3, 2025, (b) on March 17, 2025, and (c) on May 4, 2025.</p> <p>18.82(b) is substantially completed. The shelter and sign delivery has been delayed accommodating a change in the grounding plan. A new production schedule is being prepared.</p>
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<p>Broadway Corridor TOD Plan (71)</p>	<p>TOD plan for Broadway</p> <p>Contractor: City Architecture</p> <p>Cost: \$484,426.59</p>	<p>TOD Plan Funded by FTA TOD Planning Funds to evaluate transportation improvements on Broadway Avenue from the E. 34<sup>th</sup> Rapid Transit Station to E. 93<sup>rd</sup> Street. This plan includes transportation, TOD, Affordable Housing, pedestrian/bike connections in the corridor. It is being coordinated with the Slavic Village Development Corporation.</p> <p>The plan will take 12 months to complete. The contract to be awarded by the Board of Trustees on November 19, 2024. The kickoff meeting with City Architecture was held on January 22, 2025. The first Steering Committee was held on March 3. Initial Focus Group meetings and additional engagement completed.</p> <p>Stakeholder and other engagement meetings continue. Second community meeting scheduled in November 2025. The project was presented to the Executive Management Committee in October. It is scheduled for completion in 2025 with final adoption in the first quarter of 2026.</p>
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Transit Access Barrier Study  
(19.73)

Vendor: HDR Engineering  
Contract Amount: \$649,641

Study of identify the barriers to use of transit by populations in persistent poverty. Funded by FTA as part of their AoPP grants (Areas of Persistent Poverty). Proposals have been received, evaluated and recommendations scheduled for Board Committee on January 9, 2024.

Contract awarded by the Board of Trustees at January 23, 2024. Contract period is 18 months. The Notice to Proceed was issued on May 21, 2024. The First Stakeholder meeting was held on August 28, 2024.

First round of focus meetings completed in November. The Existing Conditions report was received and returned with RTA comments in January 2025. Meetings with the Executive Steering Committee was held on February 3, 2025.

A Board Presentation and Stakeholder meeting was held on February 4, 2025. The identification of transit barriers is completed. The final round of engagement was completed. Final Executive, Stakeholder and Board Committee meetings were held on October 6-7, 2025. The final report has been submitted. The Project is complete and is in closeout.

**Maintenance Facilities**

Brookpark Maintenance Facility Modifications (15583 Brookpark)  
(19.60)

Contractor: SONA Construction  
Construction cost: \$1,589,571

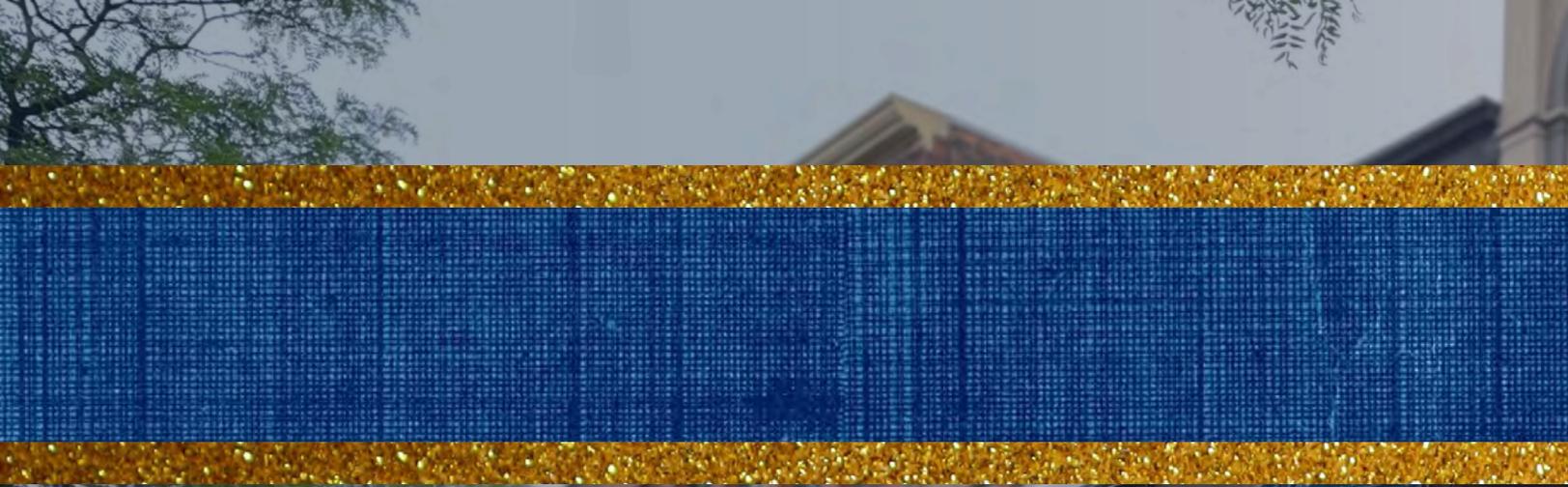
Project to convert former industrial building at 15583 Brookpark Road into Facilities Maintenance (FM) base. Included are offices for Transit Police.

Building will allow Brookpark Rail Shop to be freed up for new railcar commissioning. Project complete. Move-in underway. Substantial completion issued and Certificate of Occupancy obtained.

**Bus Rapid Transit**

<p>MetroHealth Line BRT (70)</p>	<p>Consultant: Michael Baker International Contract Amount: \$2,505,320</p>	<p>Project will complete NEPA, Section 106 and construction documents for four-mile BRT from Detroit/Superior Bridge to Broadview/State/Pearl intersections. Continuation of W25th TOD plan. Project included in list of projects eligible as FTA Small Starts. Readvertised September 6, 2022, and proposals received October 6, 2022. Procurement canceled.</p> <p>Third version of RFP advertised on June 26, 2023, with proposals due July 27, 2023. Station and associated signage design to be done in-house. Proposals received. Board awarded on January 23, 2024.</p> <p>Notice to Proceed issued on February 14, 2024. Kick-off meeting for project office and stakeholders held. Bi-weekly progress meetings being held. APE information turned into FTA May 7, 2024. First Community Engagement Meeting held June 27, 2024.</p> <p>Traffic analysis and modeling at 90%. Station design is underway in-house, preliminary locations according to survey. Cultural Resource and Effects Report in preparation. 30% design received and approved.</p> <p>Second community engagement meeting held November 20, 2024. Comments from Public Engagement are being reviewed to inform design as it proceeds from 30% to 60%. Comments being evaluated from all stakeholders as the design proceeding to 60%.</p> <p>60% plans and estimate received April 18, 2025. Comments received and in-process of disposition. Considerable discussion about Ohio City design. Considerable discussion about Ohio City design.</p> <p>On-street parking removal versus bus/bicycle-only lanes. FTA is reviewing the final NEPA documents. Small Starts grant was submitted to FTA on August 22, 2025, with additional materials submitted on September 17, 2025. FTA will be rating the project in early 2026.</p> <p>NEPA documents approved by FTA on November 17, 2025. 90% submittal plans, specifications and estimate received November 24, 2025. Ohio City design contested by some business. City supports 90% design. Comments being collected on 90% design. Focus group meetings being held regarding Ohio City.</p>
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