



BOARD OF DIRECTORS

METROPOLITAN ATLANTA RAPID TRANSIT AUTHORITY

BUSINESS MANAGEMENT COMMITTEE

THURSDAY, JANUARY 22, 2026

ATLANTA, GEORGIA

MEETING MINUTES

1. CALL TO ORDER AND ROLL CALL

Committee Vice-Chair Jacob Tzegaegbe called the meeting to order at 9:36 A.M.

Board Members

Present:

Al Pond
Freda Hardage
Kathryn Powers
Roderick Frierson
Valencia Williamson
Jennifer Ide
Jacob Tzegaegbe
Sagirah Jones
Elizabeth Bolton-Harris
DeVon Hudson

Board Members

Absent:

Russell McMurry
Jannine Miller
Ryan Loke
Sarah Galica
Shayna Pollock

Staff Members

Present:

Jonathan Hunt
Rhonda Allen
LaShanda Dawkins
Kevin Hurley
Michael Kreher
Paul Lopes
Ralph McKinney
Steven Parker
Larry Prescott
Duane Pritchett

Also in Attendance: Sarah Greenberg, Phyllis Bryant, Kenya Hammond, Jacqueline Holland, Tyrene Huff, Tyson Morris and Paula Nash

2. APPROVAL OF THE MINUTES

November 20, 2025, Business Management Committee Minutes

Approval of the November 20, 2025, Business Management Committee Minutes. On a motion by Board Member Bolton-Harris, seconded by Board Member Powers, the motion passed by a vote of 9 to 0 with 1 member abstaining and 10 members present.

3. RESOLUTIONS

Resolution Authorizing the Award of a Contract for Drug & Alcohol Compliance Software, RFP P50717

Approval of the Resolution Authorizing the Award of a Contract for Drug & Alcohol Compliance Software, RFP P50717. On a motion by Board Member Williamson, seconded by Board Member Bolton-Harris, the resolution passed by a vote of 10 to 0 with 10 members present.

Resolution Authorizing the Solicitation of Proposals for the Procurement of Employee Assistance Program (EAP) Services, RFP P50815

Approval of the Resolution Authorizing the Solicitation of Proposals for the Procurement of Employee Assistance Program (EAP) Services, RFP P50815. On a motion by Board Member Pond, seconded by Board Member Powers, the resolution passed by a vote of 10 to 0 with 10 members present.

Resolution Authorizing the Award of a Contract for AXIS Cameras for Closed Circuit Television (CCTV) Upgrade - World Cup Project, IFB B50779

Approval of the Resolution Authorizing the Award of a Contract for AXIS Cameras for Closed Circuit Television (CCTV) Upgrade - World Cup Project, IFB B50779. On a motion by Board Member Williamson, seconded by Board Member Bolton-Harris, the resolution passed by a vote of 10 to 0 with 10 members present.

Resolution Authorizing the Award of a Contract for Wide Area Network Aggregation Redesign and Switch Upgrade, IFB B50647-A

Approval of the Resolution Authorizing the Award of a Contract for Wide Area Network Aggregation Redesign and Switch Upgrade, IFB B50647-A. On a motion by Board Member Hardage, seconded by Board Member Bolton-Harris, the resolution passed by a vote of 10 to 0 with 10 members present.

4. BRIEFING

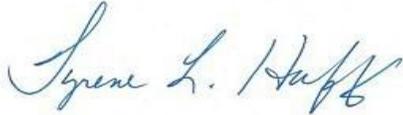
MARTA Equal Employment Opportunity Plan Update

Paula Nash, Assistant General Manager, Corporate Compliance and Engagement, provided the Committee with an update of MARTA's Equal Employment Opportunity Plan.

5. OTHER MATTERS
None

6. ADJOURNMENT
The Committee meeting adjourned at 10:18 A.M

Respectfully submitted,

A handwritten signature in blue ink that reads "Tyrene L. Huff". The signature is written in a cursive style with a large initial 'T'.

Tyrene L. Huff
Assistant Secretary to the Board

YouTube link: <https://bit.ly/MartaAuditCommitteeStream>



**Resolution Authorizing the Award of
a Contract for Drug & Alcohol
Compliance Software, RFP P50717**

Business Management Committee

January 22, 2026

LaShanda Dawkins

Chief Administrative Officer

Purpose

- The Federal Transit Administration (FTA) mandates a compliant Drug & Alcohol testing program
- This contract provides a cloud-based drug and alcohol compliance software to be used in managing MARTA's Drug & Alcohol Compliance program
- This software provides a method for tracking pre-employment, post-accident, reasonable suspicion drug and alcohol compliance testing, random selection and notification to and from service agents such as labs and medical review officers

Scope

- Track, document, and maintain training records
- Seamless with existing systems and accommodate future data integrations
- Generate accurate, timely, and efficient reports
- Support the Authority's need for statistical reporting and analysis

Procurement / Financial Considerations

Procurement Consideration

- Four (4) Proposals were received
- Three (3) Proposals were deemed responsive
- Five (5) Year Base Term

Financial Considerations

This 5-year contract is funded with local operating funds

Board Request

The Department of Human Resources requests the Business Management Committee recommend approval of the Resolution Authorizing the award of a Contract for Drug & Alcohol Compliance Software, RFP P50717, to DrugPak LLC. in the amount of **\$802,435.00.**



Thank You



**RESOLUTION AUTHORIZING AWARD OF A CONTRACT FOR
DRUG AND ALCOHOL COMPLIANCE SOFTWARE
REQUEST FOR PROPOSALS P50717**

WHEREAS, the Authority's Department of Human Resources, has identified the need for Drug & Alcohol Compliance Software, Request for Proposals Number P50717; and

WHEREAS, On August 19, 2025, the Metropolitan Atlanta Rapid Transit Authority duly sent to potential Offerors notice of its Request for Proposals for the Drug & Alcohol Compliance Software, RFP P50717; and

WHEREAS, all Proponents were given the opportunity to protest the proposal instructions, specifications, and/or procedures; and

WHEREAS, on September 17, 2025, at 2:00 p.m., local time, four (4) proposals were received; and

WHEREAS, the Authority's staff determined that DrugPak LLC submitted the most advantageous offer and other factors considered is technically and financially capable of providing the services.

RESOLVED THEREFORE, by the Board of Directors of the Metropolitan Atlanta Rapid Transit Authority that the Interim General Manager/CEO or his delegate be, and hereby is, authorized to execute a Contract on substantially the same terms and conditions as contained in the Request for Proposals Number P50717, between the Authority and DrugPak LLC for Drug & Alcohol Compliance Software in the amount of \$802,435.00.

Approved as to Legal Form:

Signed by:

Duane Pritchett

1/14/2026

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**Interim Chief Counsel, Metropolitan Atlanta
Rapid Transit Authority**



**Resolution Authorizing the Solicitation of
Proposals for the Procurement of MARTA's
Employee Assistance Program, RFP P50815**

LaShanda Dawkins
Chief Administrative Officer

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Employee Assistance Program (EAP): Purpose

- Assist with mental and emotional well-being
- Support the organization by helping employees cope in the workplace
- Provide guidance to employees with personal issues that affect job performance & productivity

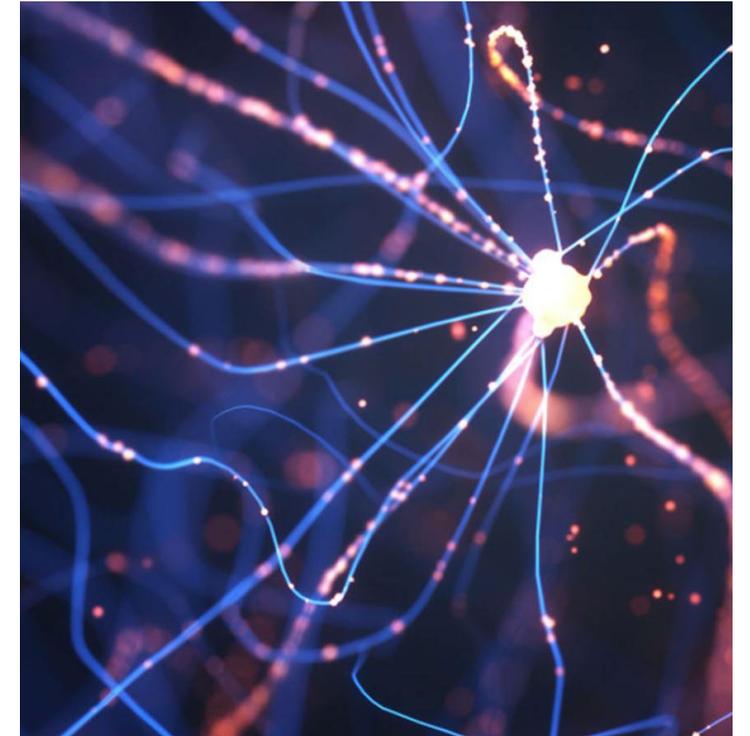
EAP-Scope of Work

- Individual counseling
- Critical Incident Stress Debriefings (CISD)
- Referrals to community resources (as necessary)
- Legal consultations
- Financial consultations
- Management consultations
- Substance abuse(drug/alcohol)
- Mental wellness training and seminars

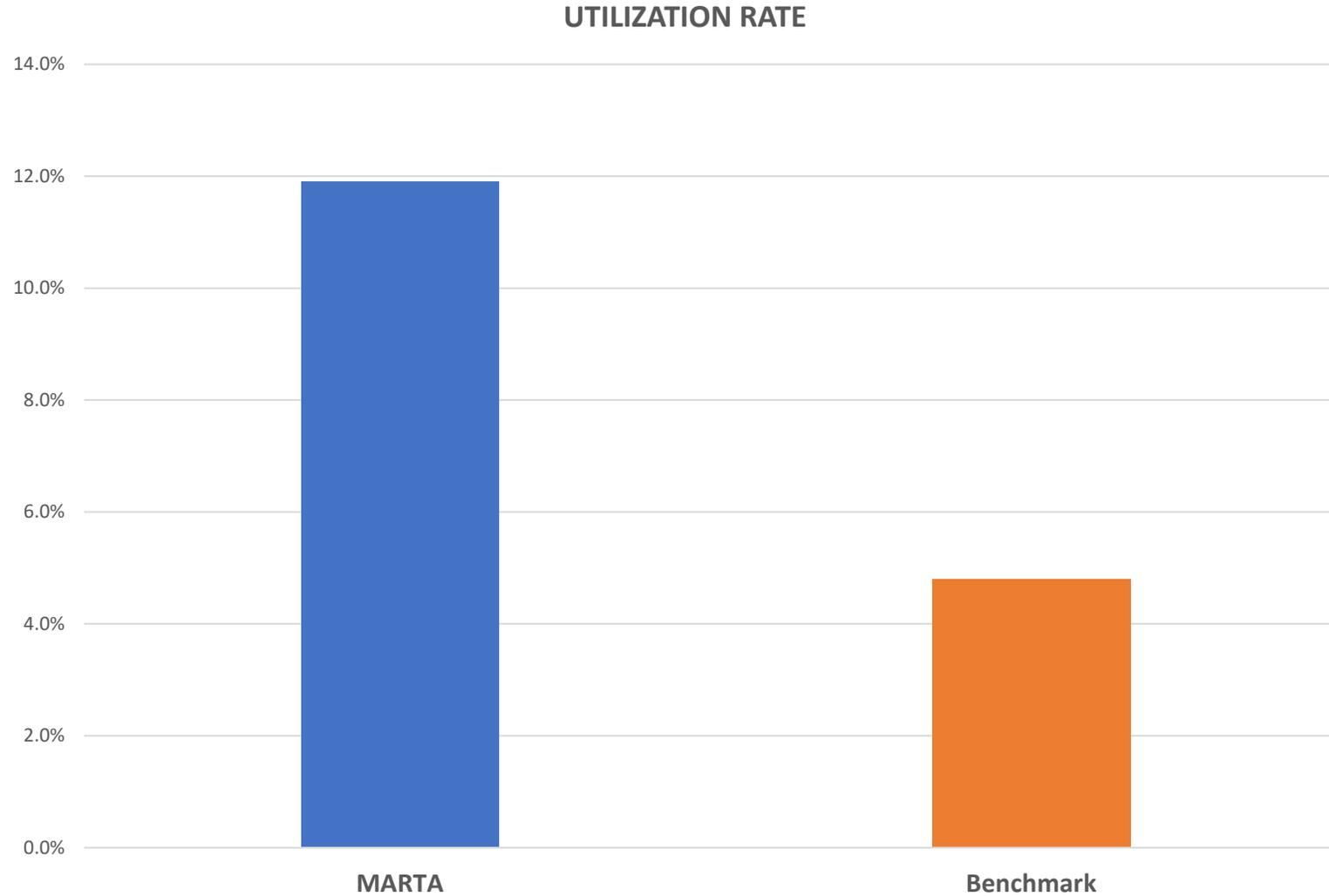


TRAUMA CARE & SUPPORT...

- Experience a traumatic event first-hand, heard about the event or been involved with those immediately affected
- Immediate access to EAP
- Coordination of counselor
 - Urgent referrals
 - Help with emotional reaction
- Provision: **TRAUMA LEAVE**
 - Represented Employees
 - First-hand trauma related to vehicular fatality or serious bodily injury
 - Paid administrative leave
 - Up to seven (7) workdays



Employee Assistance Program July 1, 2024-June 30, 2025

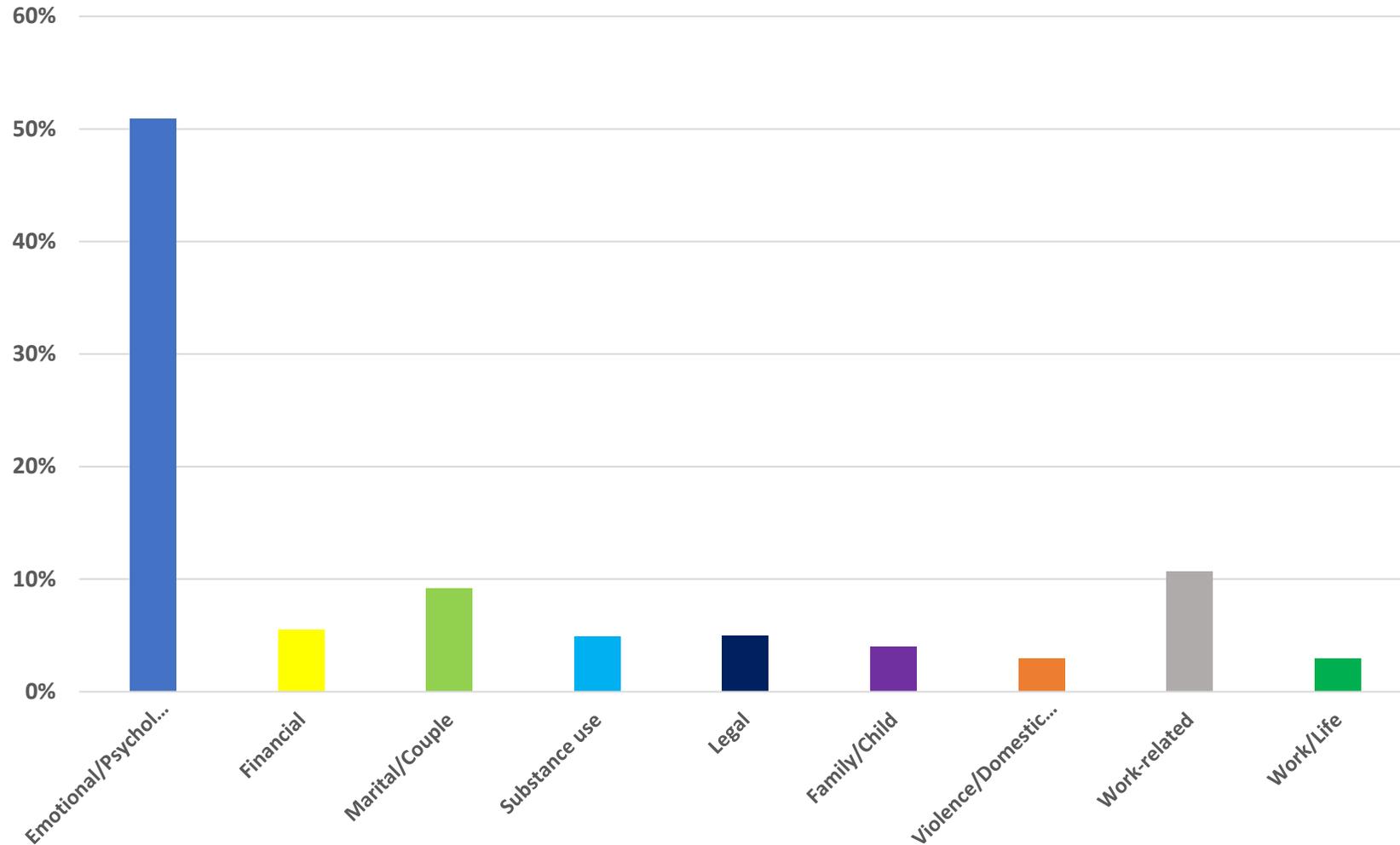


Benchmark: Anthem EAP groups with same or similar products in all industries

Utilization data includes Employee/household service requests, management consultations, management referrals, training participants, and Critical Incident Response (CIR) participants

Employee Assistance Program July 1, 2024-June 30, 2025

WHAT EMPLOYEES NEED HELP WITH



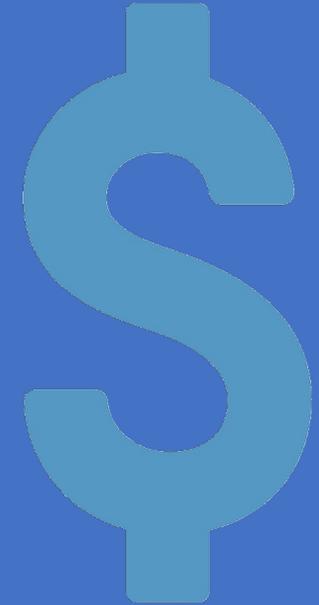
Financial Considerations:

Current contract:

- Sunsets: August 31, 2026

Proposed Contract:

- Contract terms: Five (5) Years
- September 1, 2026- August 31, 2031





The Department of Human Resources requests the Business Management Committee recommends approval of the Resolution Authorizing the Solicitation of Proposals for the Procurement of MARTA's Employee Assistance Program, RFP P50815

Thank You

**RESOLUTION AUTHORIZING THE SOLICITATION OF PROPOSALS FOR THE
PROCUREMENT OF EMPLOYEE ASSISTANCE PROGRAM (EAP) SERVICES,
RFP P50815**

WHEREAS, the Authority is authorized by Section 14(m) of the MARTA Act to procure property or services without competitive bidding if it is impracticable to prepare adequate specifications and an adequate description on the basis of which to solicit competitive bids; and

WHEREAS, the Interim General Manager/CEO has certified, in accordance with Section 14(m) of the MARTA Act, that the procurement of Employee Assistance Program Services is impracticable through the solicitation of competitive bids; and

WHEREAS, award of a Contract for the procurement of Employee Assistance Program Services, after the solicitation of proposals and selection of a preferred proponent pursuant to Section 14(m) of the MARTA Act, is subject to approval by the Board of Directors.

RESOLVED THEREFORE, by the Board of Directors of the Metropolitan Atlanta Rapid Transit Authority that the Interim General Manager/CEO, or his designee be, and hereby is, authorized to solicit proposals for the procurement of Employee Assistance Program Services by means other than competitive bidding, in accordance with Section

14(m) of the MARTA Act, through the use of Request for Proposals.

Approved as to Legal Form:

Signed by:

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**Interim Chief Counsel, Metropolitan Atlanta
Rapid Transit Authority**



**Resolution Authorizing the Award of
a Contract for the AXIS Cameras for
Closed Circuit Television Upgrade-
World Cup Project - IFB B50779**

Business Management Committee

January 22, 2026

Tyson Morris, AGM Technology / CIO

Department of Technology

Background

The procurement of the Axis cameras is essential to improving the overall CCTV infrastructure and significantly enhancing police oversight across all MARTA locations. This initial phase will involve upgrading 280 cameras to ensure comprehensive surveillance.

Furthermore, the upgraded cameras will be integrated with the FUSUS platform, which provides law enforcement with real-time monitoring capabilities. This integration will allow police officers to access live feeds and recorded footage directly from the IOC crime center, facilitating quicker responses to incidents and improving overall public safety.



Axis Communications P3278-LVE



Axis Communications P3748-PLE



Axis Communications P3748-PLVE

Procurement / Financial Considerations

Procurement Consideration

- Eleven (11) bids were received
- The lowest responsive and responsible bid was received by INTELECA LLC. In the amount of **\$551,261.97**

Financial Considerations

This 5-year contract is funded with local Capital Funds.

Board Request

The Department of Technology requests the Business Management Committee recommends to the full board approval of the Resolution Authorizing the award of a Contract for the AXIS Cameras for Closed Circuit Television Upgrade-World Cup Project - IFB B50779 to INTELECA LLC, in the amount of **\$551,261.97**.



Thank You



**RESOLUTION AUTHORIZING AWARD OF A CONTRACT FOR AXIS CAMERAS FOR
CLOSED CIRCUIT TELEVISION (CCTV) UPGRADE – WORLD CUP PROJECT, IFB B50779**

WHEREAS, the Authority's Department of Technology has identified the need for Axis Cameras for Closed Circuit Television Upgrade – World Cup Project, Invitation for Bids Number B50779; and

WHEREAS, on October 21, 2025, the Metropolitan Atlanta Rapid Transit Authority duly sent Notice of the Invitation for Bids to potential Bidders; and

WHEREAS, notice of the said Invitation for Bids was advertised in the local newspaper of the largest circulation in the Atlanta metropolitan area, once in each of the two weeks prior to opening bids; and

WHEREAS, all Bidders were given an opportunity to protest the bid instructions, specifications, and/or procedures; and

WHEREAS, on December 12, 2025, at 2:00 p.m., local time, eleven (11) bids were publicly opened and read aloud; and

WHEREAS, the lowest bid submitted by Inteleca, LLC., is responsive and responsible and the bidder is capable of performing the Contract.

RESOLVED THEREFORE, by the Board of Directors of the Metropolitan Atlanta Rapid Transit Authority that the Interim General Manager/CEO or his delegate be, and hereby is, authorized to execute a Contract on substantially the same terms and conditions as contained in the Invitation for Bids Number B50779, Axis Cameras for Closed Circuit Television (CCTV) Upgrade – World Cup Project between the Authority and Inteleca, LLC., in the amount of \$551,261.97.

Approved as to Legal Form:

Signed by:

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**Interim Chief Counsel, Metropolitan Atlanta
Rapid Transit Authority**



**Resolution Authorizing the Award of
a Contract for the Enterprise WAN
Aggregation Redesign and Switch
Upgrade, IFB B50647-A**

Business Management Committee

January 22, 2026

Tyson Morris, AGM Technology / CIO

Department of Technology

Background

The Enterprise Network Switch Upgrade project is a critical initiative to enhance the performance and security of our enterprise network infrastructure. This project aligns with our planned refresh cycle, which occurs every five to seven years, by procuring state-of-the-art Cisco switches to meet our growing demands.

The primary objectives of this upgrade are:

- Increased throughput
- Higher bandwidth capacity
- Improved security
- Scalability
- Redundancy

Cisco Catalyst 9300 Series Switches



Procurement / Financial Considerations

Procurement Considerations

- Nine (9) bids were received
- The lowest responsive and responsible bid was received from Netsync Network Solutions in the amount **\$441,719.92**

Financial Considerations

This 3-year contract is funded with local Capital Funds from the approved fiscal year 2026 budget. Future maintenance and support will be funded through local operating funds.

Board Request

The Department of Technology requests the Business Management Committee recommend to the full board approval of the Resolution Authorizing the award of a Contract for the Enterprise WAN Aggregation Redesign and Switch Upgrade, IFB B50647-A, to Netsync Network Solutions in the amount of **\$441,719.92**.



Thank You



**RESOLUTION AUTHORIZING AWARD OF A CONTRACT FOR WIDE AREA NETWORK
AGGREGATION REDESIGN AND SWITCH UPGRADE, IFB B50647-A**

WHEREAS, the Authority's Department of Information Technology has identified the need for Wide Area Network Aggregation Redesign and Switch Upgrade, Invitation for Bids Number B50647-A; and

WHEREAS, on October 27, 2025, the Metropolitan Atlanta Rapid Transit Authority duly sent Notice of the Invitation for Bids to potential Bidders; and

WHEREAS, notice of the said Invitation for Bids was advertised in the local newspaper of the largest circulation in the Atlanta metropolitan area, once in each of the two weeks prior to opening bids; and

WHEREAS, all Bidders were given an opportunity to protest the bid instructions, specifications, and/or procedures; and

WHEREAS, on December 16, 2026 at 2:00 p.m., local time, nine (9) bids were publicly opened and read aloud; and

WHEREAS, the lowest bid submitted by CDW Government, LLC, was determined to be non-responsive as bidder submitted their own governing terms and conditions; and

WHEREAS, the second lowest bid submitted by Netsync Network Solutions, is responsive and the bidder is capable of performing the Contract; and

RESOLVED THEREFORE, by the Board of Directors of the Metropolitan Atlanta Rapid Transit Authority that the Interim General Manager/CEO or his delegate be, and hereby is, authorized to execute a Contract on substantially the same terms and conditions as contained in the Invitation for Bids Number B50647-A, for Wide Area Network Aggregation Redesign and Switch Upgrade between the Authority and Netsync Network Solutions, in the amount of \$441,719.92.

Approved as to Legal Form:

Signed by:

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**Interim Chief Counsel, Metropolitan Atlanta
Rapid Transit Authority**



MARTA EQUAL EMPLOYMENT OPPORTUNITY PLAN UPDATE

Corporate Compliance &
Engagement

January 2026

MARTA EEO Plan Responsibilities

- Developing & implementing an Equal Employment Opportunity (EEO) Plan is required as a public transit agency and a recipient of federal funding.
- Plan must include an assessment of employment practices, policies and processes.
- Plan must be submitted to FTA every 4 years. This plan covers May 1, 2026 to April 30, 2030.
- Plan must include workforce demographics and areas of underutilization.



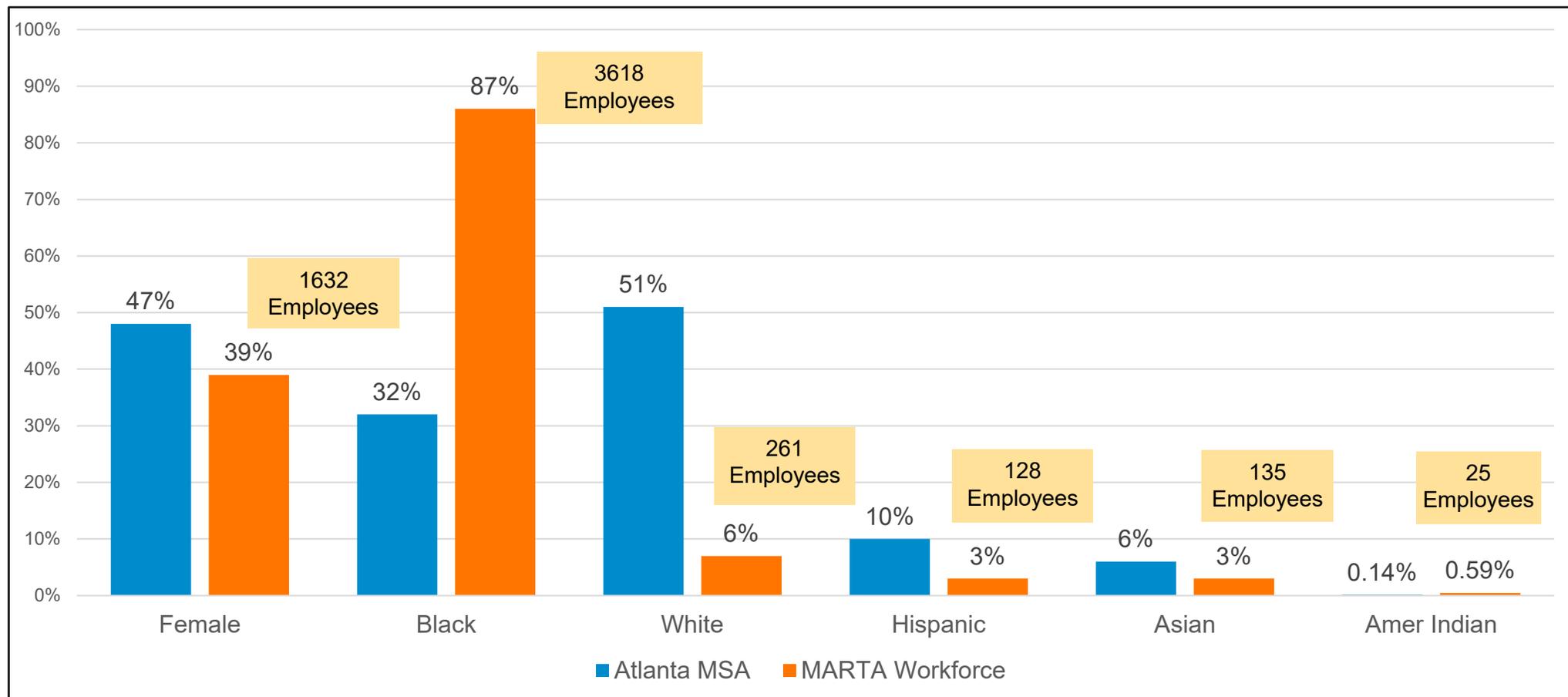
Objectives

Answer three key questions:

1. What was the demographic composition of MARTA's workforce in FY2025?
2. Have there been any significant demographic shifts in MARTA's workforce over the last four years?
3. Are there any groups employed at a level below the availability of qualified persons in the relevant labor market?



1. What was the demographic composition of MARTA's workforce in FY2025?

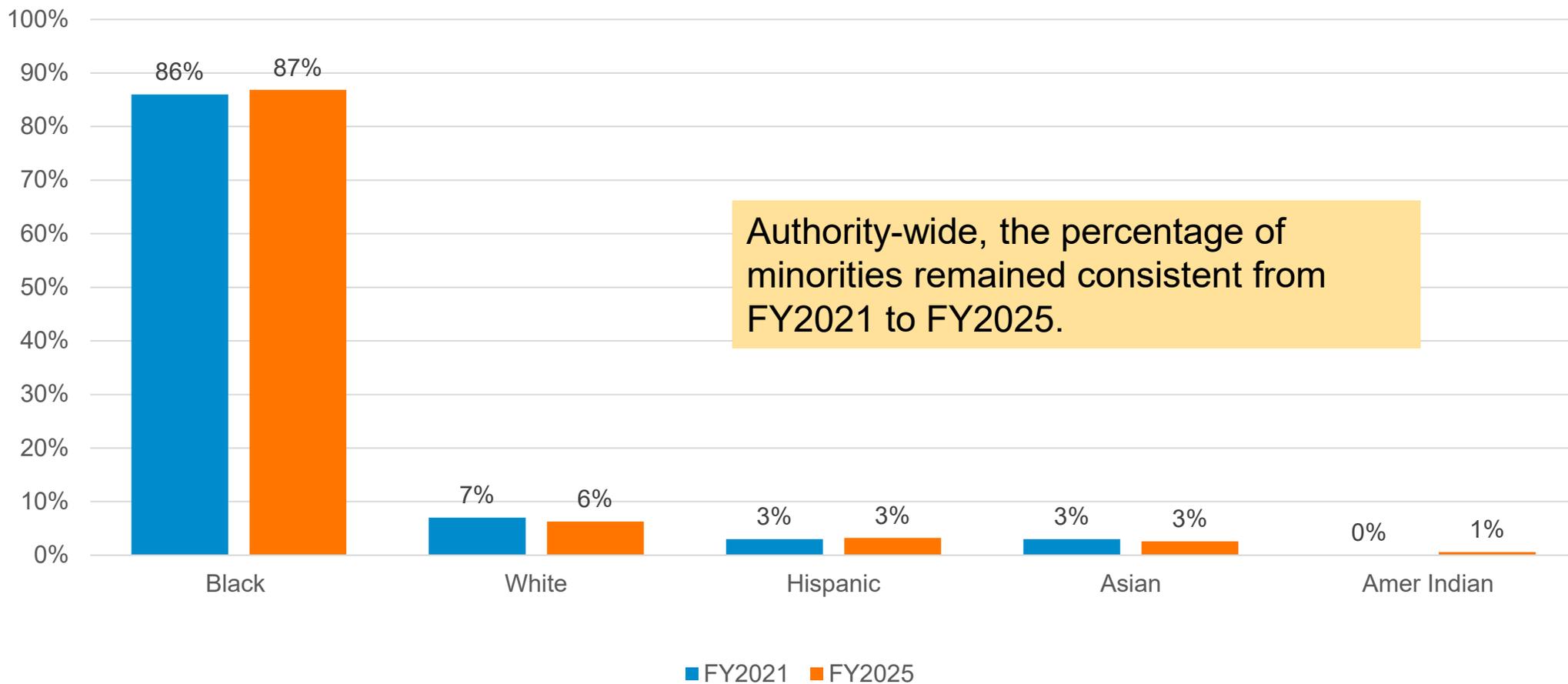


2. Have there been any significant demographic shifts in MARTA's workforce over the last four years?

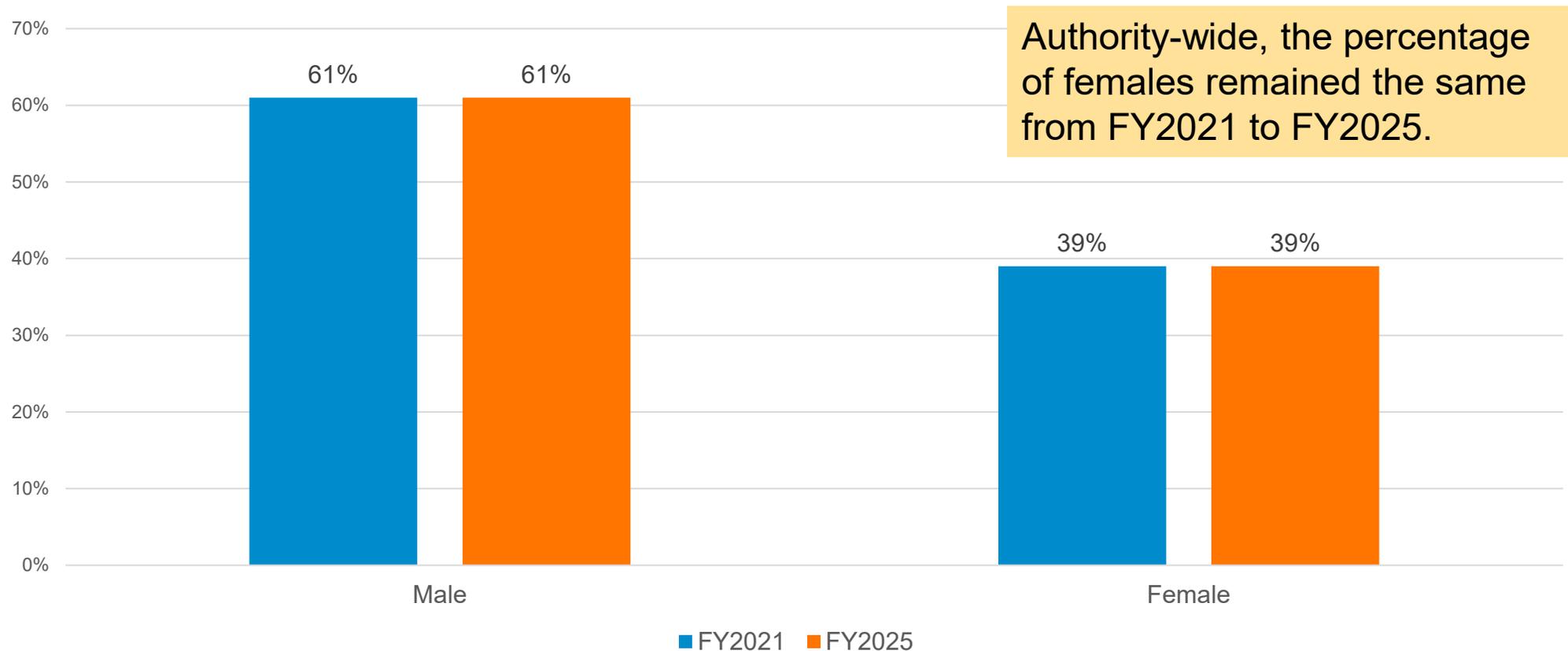
Analyzed demographic make-up of MARTA's workforce on June 30, 2021, and June 30, 2025:

- By race and ethnicity
- By gender
- By Equal Employment Opportunity (EEO) job codes
- By race and EEO job codes

FY2021 – FY2025 MARTA Workforce Demographics: Race & Ethnicity



FY2021 – FY2025 MARTA Workforce Demographics: Gender



FY2021 – FY2025 MARTA Workforce by EEO Job Code

EEO Job Code	MARTA Employees in FY2021	MARTA Employees in FY2025	FY2021-FY2025 % Difference
Officials, Administrators	59	73	21.2%
Professionals	923	1015	9.5%
Technicians	85	87	2.3%
Protective Service	241	221	-8.7%
Admin Support	318	265	-18.2%
Skilled Craft Workers	705	681	-3.5%
Service & Maintenance	1862	1825	-2%
TOTAL	4,193	4,167	-0.6%

FY2021 – FY2025 MARTA Workforce by EEO Job Code and Race

EEO Job Code	Minority Employees		Non-Minority Employees	
	FY2021	FY2025	FY2021	FY2025
Officials, Administrators	56%	64%	44%	36%
Professionals	85%	88%	15%	12%
Technicians	84%	78%	16%	22%
Protective Service	93%	96%	7%	4%
Admin Support	96%	95%	4%	5%
Skilled Craft Workers	88%	93%	12%	7%
Service & Maintenance	99%	99%	1%	1%

2. Have there been any significant demographic shifts in MARTA's workforce over the last four years?

Answer: No

Percentage of minorities and non-minorities has remained consistent

Percentage of males and females has remained the exact same

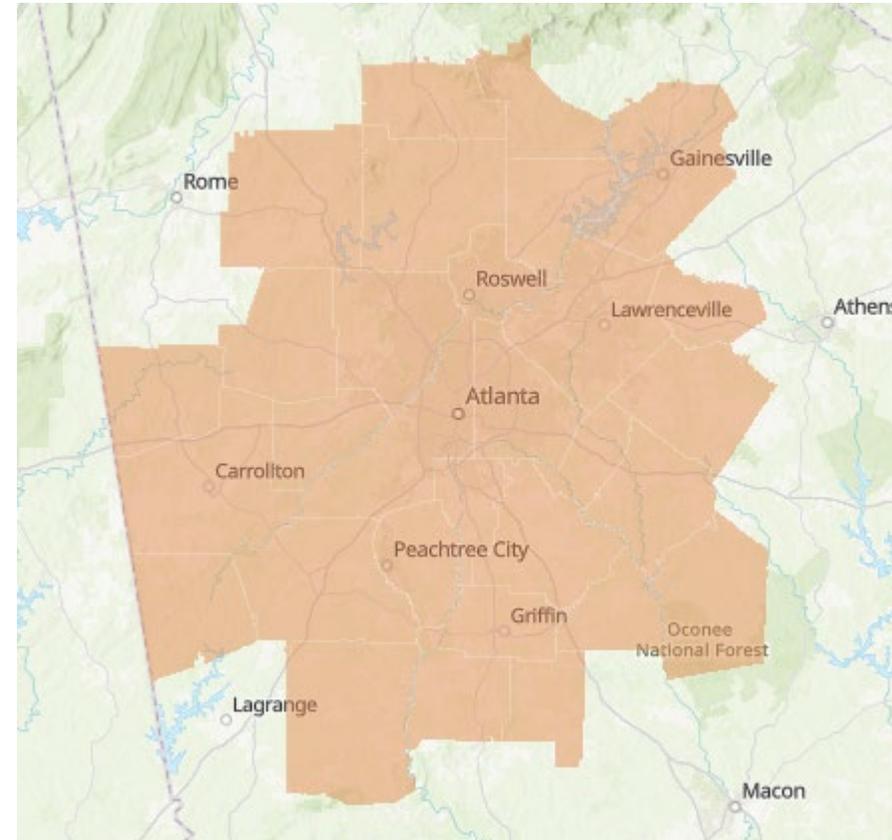
Percentage of minority and non-minority employees by EEO job code has remained mostly consistent

3. Are there any groups employed at a level below the availability of qualified persons in the relevant labor market?

Answer: Yes

Relevant Data

- Analyzed Census data for the Atlanta Metropolitan Statistical Area (MSA) to estimate demographic composition of available labor market by EEO job code
- Underutilized groups identified by comparing demographic composition of MARTA's workforce on June 30, 2025, to available labor market



AVAILABILITY v. UTILIZATION

Availability v. Utilization		Female	Hispanic	Asian	Black	White	Native American
Officials & Administrators	Availability	42.7%	5.3%	5.7%	23.4%	63.6%	0.2%
	Representation	42.4%	4.1%	5.5%	53.4%	35.6%	1.4%
Professionals	Availability	56.7%	4.5%	9.3%	26.3%	57.9%	0.1%
	Representation	43.6%	3.6%	5.8%	77.6%	12.4%	0.5%
Technicians	Availability	48.0%	10.9%	5.8%	35.8%	45.6%	0.2%
	Representation	34.5%	5.7%	0.4%	67.8%	21.8%	0%
Administrative Support	Availability	63.0%	7.2%	4.8%	35.1%	51.0%	0.1%
	Representation	67.9%	2.3%	1.5%	90.2%	4.5%	1.1%
Protective Service	Availability	26.2%	4.4%	1.1%	46.0%	46.4%	0.2%
	Representation	35.3%	10.0%	1.4%	83.7%	4.1%	0.9%
Skilled Craft	Availability	8.1%	25.4%	2.7%	20.9%	49.3%	0.3%
	Representation	3.1%	5.0%	7.8%	78.7%	7.5%	1.0%
Service / Maintenance	Availability	41.8%	16.0%	4.9%	40.9%	36.4%	0.2%
	Representation	46.5%	1.1%	0.4%	97.1%	1.0%	0.4%

Opportunities For Improvement

- Less than expected representation and hiring of Hispanic employees in Skilled Craft positions and Service/ Maintenance positions compared to availability.
- Less than expected representation and hiring of Asian employees in Professional category and Service/ Maintenance positions compared to availability.
- Less than expected representation and hiring of White employees in all categories but especially Administrative Support, Protective Service, Skilled Craft positions and Service/ Maintenance positions compared to availability.

Plans For Achieving Progress

- Continue to focus on underutilized groups during recruitment efforts
- Conduct training for managers on their EEO responsibilities
- Continue outreach to underutilized groups by engaging a broad spectrum of community organizations, professional associations, and educational institutions
 - ✓ Forward job announcements
 - ✓ Advise local vocational schools
 - ✓ Increase use of social media
 - ✓ Attend job fairs
- Review employment practices quarterly to ensure equity and fairness
- Brief GM/CEO and executive leaders on progress.



Thank You

