



Metro

*One Gateway Plaza, Los Angeles, CA 90012,
3rd Floor, Metro Board Room*

Agenda - Final

Thursday, May 21, 2026

11:00 AM

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Executive Management Committee

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(ALSO APPLIES TO BOARD COMMITTEES)

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A member of the public may address the Board on agenda items, before or during the Board or Committee's consideration of the item for one (1) minute per item, or at the discretion of the Chair. A request to address the Board must be submitted electronically using the tablets available in the Board Room lobby. Individuals requesting to speak will be allowed to speak for a total of three (3) minutes per meeting on agenda items in one minute increments per item. For individuals requiring translation service, time allowed will be doubled. The Board shall reserve the right to limit redundant or repetitive comment.

The public may also address the Board on non-agenda items within the subject matter jurisdiction of the Board during the general public comment period, which will be held at the beginning and/or end of each meeting. Each person will be allowed to speak for one (1) minute during this General Public Comment period or at the discretion of the Chair. Speakers will be called according to the order in which their requests are submitted. Elected officials, not their staff or deputies, may be called out of order and prior to the Board's consideration of the relevant item.

Notwithstanding the foregoing, and in accordance with the Brown Act, this agenda does not provide an opportunity for members of the public to address the Board on any Consent Calendar agenda item that has already been considered by a Committee, composed exclusively of members of the Board, at a public meeting wherein all interested members of the public were afforded the opportunity to address the Committee on the item, before or during the Committee's consideration of the item, and which has not been substantially changed since the Committee heard the item.

In accordance with State Law (Brown Act), all matters to be acted on by the MTA Board must be posted at least 72 hours prior to the Board meeting. In case of emergency, or when a subject matter arises subsequent to the posting of the agenda, upon making certain findings, the Board may act on an item that is not on the posted agenda.

TECHNOLOGY DISRUPTIONS - Although staff will do their due diligence to restore service, if joining the meeting virtually, please be aware that the Committee or Board may continue its meeting notwithstanding a technical disruption that prevents members of the public from attending or observing the meeting via the two-way telephonic service or two-way audio visual platform.

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REMOVAL FROM THE BOARD ROOM - The Chair shall order removed from the Board Room any person who commits the following acts with respect to any meeting of the MTA Board:

- a. Disorderly behavior toward the Board or any member of the staff thereof, tending to interrupt the due and orderly course of said meeting.
- b. A breach of the peace, boisterous conduct or violent disturbance, tending to interrupt the due and orderly course of said meeting.
- c. Disobedience of any lawful order of the Chair, which shall include an order to be seated or to refrain from addressing the Board; and
- d. Any other unlawful interference with the due and orderly course of said meeting.

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The State Political Reform Act (Government Code Section 84308) requires that a party to a proceeding coming before an agency involving a license, permit, or other entitlement for use including all contracts (other than competitively bid contracts that are required by law, agency policy, or agency rule to be awarded pursuant to a competitive process , labor contracts, personal employment contracts, contracts valued under \$50,000, contracts where no party receives financial compensation, contracts between two or more agencies, the periodic review or renewal of development agreements unless there is a material modification or amendment proposed to the agreement, the periodic review or renewal of competitively bid contracts unless there are material modifications or amendments proposed to the agreement that are valued at more than 10 percent of the value of the contract or fifty thousand dollars (\$50,000), whichever is less, and modifications of or amendments to any of the foregoing contracts, other than competitively bid contracts), shall disclose on the record of the proceeding any contributions in an amount of more than \$500 made within the preceding 12 months by the party, or the party's agent, to any officer of the agency. When a closed corporation is party to, or participant in, such a proceeding, the majority shareholder must make the same disclosure. Failure to comply with this requirement may result in the assessment of civil or criminal penalties.

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The Meeting begins at 11:00 AM Pacific Time on May 21, 2026; you may join the call 5 minutes prior to the start of the meeting.

Dial-in: 888-978-8818 and enter
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Public comment will be taken as the Board takes up each item. To give public comment on an item, enter #2 (pound-two) when prompted. Please note that the live video feed lags about 30 seconds behind the actual meeting. There is no lag on the public comment dial-in line.

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Los comentarios publicos en vivo se pueden dar por telefono o en persona.

La Reunion de la Junta comienza a las 11:00 AM, hora del Pacifico, el 21 de Mayo de 2026. Puedes unirse a la llamada 5 minutos antes del comienzo de la junta.

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Email: BoardClerk@metro.net

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Board Administration

One Gateway Plaza

MS: 99-3-1

Los Angeles, CA 90012

CALL TO ORDER**ROLL CALL**

APPROVE Consent Calendar Items: 25 and 26.

Consent Calendar items are approved by one motion unless held by a Director for discussion and/or separate action.

CONSENT CALENDAR**25. SUBJECT: SUSTAINABILITY PROGRAM ASSISTANCE SERVICES**[2025-0890](#)**RECOMMENDATION**

AUTHORIZE the Chief Executive Officer to:

- A. AWARD a cost-plus fixed fee, task order-based Contract No. AE129745EN086, to Cumming Management Group, Inc. for Sustainability Program Assistance Services (SPAS), for a three-year base term in an amount Not-To-Exceed (NTE) \$7,500,000, plus two, one-year options in an NTE amount of \$2,500,000 for each option year, for a total NTE amount of \$12,500,000, subject to the resolution of any properly submitted protests, if any; and
- B. AWARD individual Task Orders and modifications up to the NTE contract amount of \$7,500,000. or the project's authorized amount, whichever is less.

Attachments: [Attachment A - Procurement Summary](#)
[Attachment B - Types and Total Value Estimates of Projects - FY26 to FY31](#)
[Attachment C - DEOD Summary](#)
[Presentation](#)

26. SUBJECT: FY2027 COMMITTEE AND BOARD MEETING CALENDAR[2026-0089](#)**RECOMMENDATION**

RECEIVE AND FILE the FY2027 Committee and Board Meeting Calendar (Attachment A).

Attachments: [Attachment A - FY27 Committee Board Calendar](#)
[Presentation](#)

NON-CONSENT

27. **SUBJECT: STATION NAMING RIGHTS - CATHAY PACIFIC** [2026-0217](#)

RECOMMENDATION**WITHDRAWN:**

~~APPROVE the Cathay Pacific Corporate Sponsorship Proposal for the naming rights of the LAX/Metro Transit Center Station for five years upon execution of the agreement.~~

Attachments: [Presentation](#)

28. **SUBJECT: ROOM TO WORK PROGRAM UPDATE** [2026-0317](#)

RECOMMENDATION

RECEIVE AND FILE status report on Metro's Room to Work Program.

Attachments: [Attachment A - Room to Work Program Brochure](#)
[Presentation](#)

29. **SUBJECT: FEDERAL AND STATE REPORT** [2026-0331](#)

RECOMMENDATION

RECEIVE AND FILE May 2026 Federal and State Legislative Report.

Attachments: [Presentation](#)

- SUBJECT: GENERAL PUBLIC COMMENT** [2026-0353](#)

RECEIVE General Public Comment

Consideration of items not on the posted agenda, including: items to be presented and (if requested) referred to staff; items to be placed on the agenda for action at a future meeting of the Committee or Board; and/or items requiring immediate action because of an emergency situation or where the need to take immediate action came to the attention of the Committee subsequent to the posting of the agenda.

COMMENTS FROM THE PUBLIC ON ITEMS OF PUBLIC INTEREST WITHIN COMMITTEE'S SUBJECT MATTER JURISDICTION**Adjournment**



Board Report

File #: 2025-0890, File Type: Contract

Agenda Number: 25.

EXECUTIVE MANAGEMENT COMMITTEE MAY 21, 2026

SUBJECT: SUSTAINABILITY PROGRAM ASSISTANCE SERVICES

ACTION: APPROVE CONTRACT AWARD

RECOMMENDATION

AUTHORIZE the Chief Executive Officer to:

- A. AWARD a cost-plus fixed fee, task order-based Contract No. AE129745EN086, to Cumming Management Group, Inc. for Sustainability Program Assistance Services (SPAS), for a three-year base term in an amount Not-To-Exceed (NTE) \$7,500,000, plus two, one-year options in an NTE amount of \$2,500,000 for each option year, for a total NTE amount of \$12,500,000, subject to the resolution of any properly submitted protests, if any; and
- B. AWARD individual Task Orders and modifications up to the NTE contract amount of \$7,500,000. or the project's authorized amount, whichever is less.

ISSUE

Metro has been operating an industry-leading sustainability program since 2007. Metro has incorporated sustainability and resilience principles throughout its agency operations, focusing on climate, energy, water, resource conservation, and management. In addition to the environmental and social benefits derived from these programs, Metro has also received financial benefits that have facilitated the expansion of initiatives for sustainable and resilient infrastructure. The need for more efficient and cost-effective management of this program comes at a very opportune time.

The Board's adoption of the 10-year Sustainability Strategic Plan *Moving Beyond Sustainability (MBS)* in 2020 facilitated the implementation of a more robust sustainability and resiliency vision. Now that the implementation phase of the Plan is halfway through, staff is seeking new consulting support through 2030 to continue providing oversight of program and project management. The recommended contract award of Contract No. AE129745EB986 is designed to assist Metro in executing the strategies and actions described in MBS.

This contract will enhance staff's internal ability to plan, develop, design, track, and oversee sustainability strategies and actions to 2030. Having a consultant workforce supporting MBS implementation provides seamless opportunities to scale up or down the implementation program as

the agency sets priorities.

BACKGROUND

Since 2007, Metro has implemented policies, plans, initiatives, and reporting mechanisms that have integrated sustainability, resilience, and equity into the operations. The Metro Board adopted the *MBS* in September 2020. The Board received and filed an update on our five-year performance and execution strategies in January 2026.

The *MBS* is the agency's short and long-term commitment to operational and regional ambitious sustainability and resiliency goals to achieve three things: first, advance the sustainability vision of creating an organizational culture and workforce that continually integrates sustainability into all aspects of decision-making and execution; second, increase mobility and access to opportunities for the communities Metro serves; and third, affirm Metro as a public transit leader that is setting the standard for transit agencies across the United States on taking bold action to tackle climate change and address serious environmental challenges. The *MBS* is Metro's sustainability and resiliency roadmap to 2030 and beyond.

DISCUSSION

MBS established 20 quantitative and/or time-bound targets across seven performance categories, all of which were underpinned by strategies and actions to be implemented by all Metro staff. Collectively, they constitute a practical roadmap that has guided the agency's work for the last five years through 2030.

Recognized as the gold standard in the transit industry, this program has also expanded to encompass more than 150 separate initiatives that positively impact Metro and the region it serves. The successes and the challenges Metro overcame were achieved through the deliberate planning of sustainability and resiliency projects, as well as the procurement of consultant resources to support the overall program.

Among the most notable cumulative outcomes through previous and current SPAS contracts include:

1. 80% of Metro's *MBS* targets have been achieved or are on track for achievement within the next five years.
2. Initiatives to reduce air pollution and GHG emissions are proving to be highly effective. Metro is currently committed to reducing total GHG emissions by 79% from its 2017 baseline. Since 2017, Metro has reduced emissions by nearly 68%. Metro is also far exceeding targets tied to reducing criteria air pollutants (i.e., nitrogen oxides and particulate matter).
3. Landfill diversion efforts on construction sites are showing impressive results, currently exceeding Metro's construction waste diversion target of 85%.
4. Metro is currently ahead of schedule with respect to its energy demand target, as well as its water quality and conservation targets.

In addition, with support from the current SPAS contract, Metro has also seen significant success in monetizing environmental benefits. Since 2014, alternative funding mechanisms associated with Metro sustainability and resiliency programs have generated \$201.5M in revenue opportunities,

enabling Metro to address operational sustainability and resiliency while maintaining a state of good repair.

The recommended consultant will provide as-needed analysis, studies, surveys, investigations, modeling, forecasting, and/or reports related to the operation and maintenance of Metro's transportation system, facilities, and support activities. The recommended SPAS consultant will support Metro staff and provide project and program management assistance to other consultants, ensuring a cohesive, cost-effective, and accountable MBS implementation across the agency.

Attachment B lists the major activities the consultant will provide as a service to Metro over the life of this contract.

DETERMINATION OF SAFETY IMPACT

This Board action will not have an adverse impact on Metro safety standards. The outcomes and work products of the Contract will increase safety enterprise-wide. Sustainability-related projects and programs are designed, programmed, and implemented to enhance the environmental benefits of the sustainable infrastructure and initiatives. They also equitably provide health and safety for the staff and enhance the customer experience of the system.

FINANCIAL IMPACT

Contract No. AE129745EN086 will be an Indefinite Delivery/Indefinite Quantity (IDIQ) contract. No funds are obligated until a task order is issued by a Metro authorized Contracting Officer against a valid project budget. All task orders are to be negotiated individually, and the level of effort is to be fully defined prior to the authorization of any project-specific funds. Execution of work under those task orders can continue beyond the contract end date.

Obligations and authorizations made within the total Contract Amount will be against an applicable existing capital or operating project and within the Board-approved Metro fiscal year budget. The Deputy Chief Sustainability Officer, Chief Program Management Officer, and Project Managers of each project utilizing this contract will be responsible for developing and overseeing the appropriate annual budgets.

Impact on Budget

The initial source of funds for this contract is included in the FY26 budget under Project Number 450003 - Sustainability Environment, Cost Center 2150 Sustainability Policy, Account 50316 Professional and Technical Services. The use of eligible funds from bus and rail operations for CWOs will be limited to work orders that directly impact Metro operations.

EQUITY PLATFORM

This contract is to support work in the *MBS*, which includes several actions that are focused on generating equitable outcomes and reducing environmental burdens in Metro Equity Focus Communities (EFCs). The priorities center around actions that provide local health benefits and

opportunities for continued workforce development partnerships. For the next five years, ongoing updates to the MBS strategies and actions will continue to prioritize initiatives that support the long-term operational sustainability of Metro's growing transit system, positively impacting EFCs, customers, and the broader transit system users across LA County.

New capital projects, programs and initiatives will continue to be fed through integrated equity assessments in early planning phases, using data and resources from the forthcoming Equity Toolkit, Community Demographic Profiles and Metro's Cost Benefit Analysis (CBA) for larger capital projects. The data and insights collected from these assessments are intended to support the ongoing evaluation and continual improvement of sustainability, energy equity and climate action as part of Metro's Equity Platform.

Cumming Management Group, Inc. made a 34% Disadvantaged Business Enterprise (DBE) commitment on this task order-based contract. However, the U.S. Department of Transportation (USDOT) has issued an Interim Final Rule (IFR) that makes changes to the DBE Program, including suspension of goals and enforcement, effective October 3, 2025. Metro is currently reviewing the Interim Final Rule (IFR) to identify necessary program and procedural changes to ensure full compliance. Although the DBE commitment is not a factor in the staff recommendation, 11 certified small businesses are participating in this contract. This is noteworthy because small businesses are vital to the economy, as they drive job creation, foster innovation, and strengthen local communities.

VEHICLE MILES TRAVELED OUTCOME

Vehicle Miles Traveled (VMT) and VMT per capita in LA County are lower than national averages, the lowest in the SCAG region, and on the lower end of VMT per capita statewide, with these declining VMT trends due in part to Metro's significant investment in rail and bus transit. Metro's Board-adopted VMT Reduction Targets align with California's statewide climate goals, including achieving carbon neutrality by 2045. To ensure continued progress, all Board items are assessed for their potential impact on VMT.

While this item does not directly encourage transit, sharing a ride, or using active transportation, it is a vital part of Metro operations, as it supports the MBS for operational resiliency, environmental and sustainability goals and cost-effective resource management strategies. Because the Metro Board has adopted an agency-wide VMT Reduction Target, and this item supports work in overall function of the agency, this item is consistent with the goals of reducing VMT.

*Based on population estimates from the United States Census and VMT estimates from Caltrans' Highway Performance Monitoring System (HPMS) data between 2001-2019.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

This professional services contract will support the implementation of Metro's Strategic Plan Goals, with specific alignment to Initiative 5.2 - Exercise good public policy judgement and sound fiscal stewardship, and Initiative 5.4 - Apply prudent commercial business practices to create a more effective agency.

This Contract will support these strategic goals by 1) advancing operational efficiency; 2) generating cost savings through the only as-needed use of consultant support for the achievement of the MBS goals.

ALTERNATIVES CONSIDERED

This Contract is designed to provide the project management support necessary to continue implementing Metro's sustainability program, specifically focusing on the implementation, tracking, and reporting of MBS strategies and actions in Metro planning, design, construction, procurement, and operations and maintenance, as well as supporting environmental finance initiatives. While certain scopes may appear administrative in nature, they are integral components of a coordinated, agency-wide sustainability framework that supports capital program delivery, regulatory compliance, performance accountability, and cross-divisional alignment across Metro.

Staff can solicit and award individual contracts every time additional staff are needed for oversight in any of the programmed sustainability-related efforts. Staff is not recommending this option. Individually procuring these micro-contracts have associated inconsistent and most likely cumulative higher administrative and execution costs, especially in a sustainability program as large as Metro's. As many of the projects overlap within a single major capital project or facility, having multiple consultants with overlapping skills will cause delays and result in administrative inefficiencies.

Without a SPAS contract, staff would be limited in their ability to execute and scale the sustainability and resiliency programs to the current level, degree, and impact. Anything less than Metro's current pace of delivery results in lost opportunity to achieve the regional environmental, social, economic and financial benefits that Metro continues to lead and achieve. The contract term appropriately supports the multi-year planning, implementation, and reporting lifecycle of major sustainability initiatives, including those associated with major events such as the 2028 Olympic and Paralympic Games.

NEXT STEPS

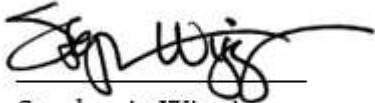
Upon Board approval, staff will execute Contract No. AE129745EN086 and proceed with issuing task orders as the need for these services arise. Activities and work products related to the support provided by this Contract are going to be included in the annual Metro Sustainability Report.

ATTACHMENTS

- Attachment A - Procurement Summary
- Attachment B - Types and Total Value Estimates of Projects - FY26 to FY31
- Attachment C - DEOD Summary

Prepared by: Cris B. Liban, Deputy Chief Sustainability Officer, (213) 922-2471
Hoan Tang, Senior Director, Office of Sustainability, (213) 831-2425
Carolina Coppolo, Deputy Chief Vendor/Contract Management Officer, (213) 922-4471

Reviewed by Timothy Lindholm, Chief Program Management Officer,
(213) 922-7297



Stephanie Wiggins
Chief Executive Officer

PROCUREMENT SUMMARY

**SUSTAINABILITY PROGRAM ASSISTANCE SERVICES
CONTRACT NO. AE129745EN086**

1.	Contract Number: AE129745EN086	
2.	Recommended Vendor: Cumming Management Group, Inc.	
3.	Type of Procurement (check one): <input type="checkbox"/> IFB <input type="checkbox"/> RFP <input checked="" type="checkbox"/> RFP-A&E <input type="checkbox"/> Non-Competitive <input type="checkbox"/> Modification <input type="checkbox"/> Task Order	
4.	Procurement Dates:	
	A. Issued: March 27, 2025	
	B. Advertised/Publicized: March 28, 2025	
	C. Pre-Proposal Conference: April 2, 2025	
	D. Proposals Due: May 30, 2025	
	E. Pre-Qualification Completed: September 3, 2025	
	F. Ethics Declaration Forms Submitted to Ethics: June 2, 2025	
	G. Protest Period End Date: May 25, 2026	
5.	Solicitations Downloaded: 52	Proposals Received: 4
6.	Contract Administrator: Daniel A. Robb	Telephone Number: 213.922.7074
7.	Project Manager: Hoan Tang	Telephone Number: 213.922.2475

A. Procurement Background

This Board Action is to approve Contract No. AE129745EN086 for Sustainability Program Assistance Services to Cumming Management Group, Inc. determined to be the most qualified proposer to provide consulting services for Sustainability Program Assistance Services for a wide range of projects, in support of Metro’s sustainability programs. Efforts would include supporting climate, energy, water and resource conservation and management. Board approval of contract awards is subject to the resolution of any properly submitted protest(s), if any.

The recommended consultant will furnish all of the labor, materials, and other related items required to perform Sustainability Program Assistance services on a Contract Work Order basis for a project, under which specific Task Orders will be issued for specific Scopes of Services and period of performance.

Request for Proposals (RFP) No. AE129745EN086 was issued on March 27, 2025 in accordance with Metro’s Acquisition Policy and California Government Code 4525 – 4529.5 for Architectural and Engineering (A&E) services. The contract type is a cost-plus fixed fee, Indefinite Quantity Indefinite Delivery (IDIQ) contract.

Three (3) Amendments were issued during the solicitation phase of this RFP:

- Amendment No. 1, issued on April 23, 2025, added the Scope of Work and Insurance Requirements. Replaced certifications and DBE and SBE Forms

- Amendment No. 2, issued on May 5, 2025, extended the proposal due date to May 30, 2025.
- Amendment No. 3, issued on May 12, 2025, updated Document Section III Proposal requirement forms and revised the Evaluation Requirements.

A total of 52 downloads of the RFP were recorded and were included in the planholders' list. A virtual pre-proposal conference was held on April 2, 2025, and was attended by 49 participants.

A total of four (4) proposals were received on May 30, 2025 from the following firms listed below in alphabetical order:

1. AECOM Technical Services
2. Cumming Management Group, Inc.
3. HDR Engineering, Inc.
4. Mott MacDonald Group, Inc.

B. Evaluation of Proposals

A Proposal Evaluation Team (PET) consisting of Metro staff from Environmental Services Division, Project Engineering-Transportation Architecture, and Transit Orientated Communities Departments was convened and conducted a comprehensive technical evaluation of the proposals received.

The PET independently evaluated the proposals based on the following evaluation criteria and weights:

- | | |
|--|-----|
| • Experience, Qualifications, and Capabilities of Firms on the Proposed Team and Key Personnel | 35% |
| • Understanding of Work and Appropriateness of Approach for Implementation | 25% |
| • Effectiveness of Management Plan | 20% |
| • Innovative Sustainable Practices and Experience | 20% |

Several factors were considered when developing these weights, giving the greatest importance to the Experience, Qualifications and Capabilities of Firms on the Proposed Team and Key Personnel.

This is an A&E, qualifications based, procurement; therefore, price cannot and was not used as an evaluation factor pursuant to state and federal law.

From September 3, 2025, through September 17, 2025, the PET reviewed and scored the proposals. Oral presentations were held on October 23, 2025 where the firms' project managers and key team members had an opportunity to present each team's qualifications and respond to the PET's questions. In general, each team's presentation addressed the requirements of the RFP, experience, management

plans, methods of approach, and each firm’s commitment to the success of the project. The firms also highlighted staffing resources, and any perceived project issues.

Qualifications Summary of Recommended Firm:

The PET determined Cumming Management Group, Inc. (Cumming) to be the most qualified firm to provide Sustainability Program Assistance Services, as described in the RFP. The firm demonstrated a team with qualifications, experience and capabilities that substantially meet the RFP requirements. The organizational structure and management team structure is well-organized and intuitive. Program controls are sufficiently detailed to instill confidence in their ability to effectively manage the program.

Cumming has substantial experience as a team on projects with Metro, OCTA, and SFO, bringing comprehensive knowledge directly aligned with the needs of Los Angeles County. Their experience and capabilities include geospatial mapping of charging and fueling infrastructure, climate-resilient design, community-based equity engagement, funding through environmental commodity programs, and Scope 4 emissions calculations. The proposal demonstrates a broad range of innovative practices across all facets of the Scope of Services, promoting cross-cultural dialogue and equitable outcomes, and presents a novel yet practical approach that addresses current gaps in the field through feasible and well-understood technologies. Cumming also demonstrates a thorough understanding of the work and its objectives, clearly articulating how each element contributes to the overall sustainability goals of the agency. This is further supported by their strong technical capabilities, defined methodologies, and the use of appropriate tools to develop and implement sustainability initiatives for Metro facilities. The team is composed of highly qualified personnel, including experienced subconsultants, and is supported by an effective Management Plan that reinforces their ability to successfully deliver the required services.

The final scores are based on the evaluation of the written proposals received and oral presentations. The results of the scoring are shown below:

1	Firm	Average Score	Factor Weight	Weighted Average Score	Rank
2	Cumming Management Group, Inc.				

3	Experience, Qualifications, and Capabilities of Firms on the Proposed Team and Key Personnel	90.66	35%	31.73	
4	Understanding of Work and Appropriateness of Approach for Implementation	87.88	25%	21.97	
5	Effectiveness of Management Plan	86.25	20%	17.25	
6	Innovative Sustainable Practices and Experience	87.25	20%	17.45	
7	Total		100.00%	88.40	1
8	AECOM Technical Services				
9	Experience, Qualifications, and Capabilities of Firms on the Proposed Team and Key Personnel	88.00	35%	30.80	
10	Understanding of Work and Appropriateness of Approach for Implementation	85.52	25%	21.38	
11	Effectiveness of Management Plan	85.50	20%	17.10	
12	Innovative Sustainable Practices and Experience	89.45	20%	17.89	
13	Total		100.00%	87.17	2
14	HDR Engineering, Inc.				
15	Experience, Qualifications, and Capabilities of Firms on the Proposed Team and Key Personnel	86.09	35%	30.13	
16	Understanding of Work and Appropriateness of Approach for Implementation	84.60	25%	21.15	
17	Effectiveness of Management Plan	85.80	20%	17.16	
18	Innovative Sustainable Practices and Experience	85.95	20%	17.19	
19	Total		100.00%	85.63	3
20	Mott MacDonald Group, Inc.				

21	Experience, Qualifications, and Capabilities of Firms on the Proposed Team and Key Personnel	86.06	35%	30.12	
22	Understanding of Work and Appropriateness of Approach for Implementation	84.96	25%	21.24	
23	Effectiveness of Management Plan	82.55	20%	16.51	
24	Innovative Sustainable Practices and Experience	85.85	20%	17.17	
25	Total		100.00%	85.04	4

C. Cost/Price Analysis

The cost elements have been determined to be fair and reasonable based upon a cost analysis of labor rates, indirect rates and other direct costs completed in accordance with Metro’s Acquisition Policy. Metro negotiated and established indirect cost rates and, as appropriate, provisional indirect (overhead) rates, plus a fixed fee factor to establish a fixed fee amount based on the total estimated cost for task orders during the contract term.

Audits will be completed, where required, for those firms without a current applicable audit of their indirect cost rates, other factors, and exclusion of unallowable costs, in accordance with Federal Acquisition Regulation (FAR) Part 31. In order to prevent any unnecessary delay in contract award, provisional overhead rates have been established subject to audited adjustments.

Contract Period	Proposal Amount	Metro ICE	Recommended NTE Amount
Base Period – 3 Years	N/A ⁽¹⁾	\$7,500,000	\$7,500,000. ⁽²⁾
Option Year 1	N/A ⁽¹⁾	\$2,500,000	\$2,500,000. ⁽³⁾
Option Year 2	N/A ⁽¹⁾	\$2,500,000	\$2,500,000. ⁽⁴⁾

⁽¹⁾ A proposal amount was not applicable. This is a Cost-Plus Fixed Fee (CPFF) Indefinite Delivery Indefinite Quantity Contract with no definable level of effort for the Scope of Services. Hourly labor rates, overhead and fee were negotiated and determined to be fair and reasonable.

The Independent Cost Estimate (ICE) was established based on the Scope of Services developed for the Contract. The probable costs are based on the anticipated level of effort estimated for each year that will be required to perform the Scope of Services by the Consultant and sub-consultants.

D. Background on Recommended Contractor

Cumming Management Group, Inc., headquartered in New York City with an office located in Los Angeles, California, has been in business for 30 years and is a leader in program and project management, energy, sustainability, and climate services for public transit, cities, and counties. They are one of the leading sustainability program services firms in the nation. Today, they have nearly 950 team members and 30 offices worldwide. They work with private- and public-sector clients and provide professional services, including engineering, scientific, and related technical and project support personnel. Cumming has previously provided services for Metro, and performance has been satisfactory.

Attachment B: Types and Total Value Estimate of Projects – FY26 to FY31

Contract No. AE129745EN086

Future Projects	FY26/27	FY28	FY29	FY30	FY31	Total	Description of Services	Alignment with MBS and Other Documents
	Year 1	Year 2	Year 3	Year 4	Year 5	Total Estimated Contract Value Including Option Years		
Contractor Consultancy Only								
SPAS: EMS, Training, and Sustainability Program Guidance								
EMS Program Maintenance Support	\$150,000.00	\$300,000.00	\$450,000.00	\$300,000.00	\$300,000.00	\$1,500,000.00	Provide implementation, coordination, oversight, and continuous improvement support for Metro’s Environmental Management System (EMS), including compliance monitoring and performance tracking aligned with agency-wide sustainability objectives.	Environmental Management System
Environmental Training Institute	\$50,000.00	\$100,000.00	\$150,000.00	\$100,000.00	\$100,000.00	\$500,000.00	Deliver sustainability-related training, workshops, and professional development programs to strengthen staff capacity in environmental stewardship, climate adaptation, and operational resiliency.	Economic and Workforce Development Goals
Sustainability Policies, Programs, and Guidance	\$175,000.00	\$350,000.00	\$525,000.00	\$350,000.00	\$350,000.00	\$1,750,000.00	Develop and implement environmentally responsible practices and policies that promote long-term sustainability across Metro’s operations and capital programs, including strategies related to energy efficiency, renewable energy, climate resiliency, and resource conservation.	Moving Beyond Sustainability
Sustainability Policy Development	\$125,000.00	\$250,000.00	\$375,000.00	\$250,000.00	\$250,000.00	\$1,250,000.00	Assist in integrating sustainable practices into Metro’s operations, regional partnerships, and capital planning processes. Services include identifying improvement opportunities and advancing long-term sustainability performance goals.	Moving Beyond Sustainability
Coordinate Sustainability Projects and Initiatives	\$50,000.00	\$100,000.00	\$150,000.00	\$100,000.00	\$100,000.00	\$500,000.00	Provide cross-divisional coordination and implementation support to ensure sustainability initiatives align with Moving Beyond Sustainability (MBS) objectives, regulatory requirements, and major agency programs.	Moving Beyond Sustainability
Sustainability Program Guidance and Oversight	\$125,000.00	\$250,000.00	\$375,000.00	\$250,000.00	\$250,000.00	\$1,250,000.00	Provide technical guidance, program oversight, and performance accountability support to advance implementation of sustainability policies and initiatives across Metro’s divisions.	Moving Beyond Sustainability

Develop and Maintain the Sustainability Dashboard & GIS	\$50,000.00	\$100,000.00	\$150,000.00	\$100,000.00	\$100,000.00	\$500,000.00	Maintain and enhance sustainability dashboards, GIS tools, and performance tracking systems to support data-driven decision-making, reporting transparency, and performance monitoring across capital and operational programs and major events.	Resilience and Climate Adaptation, Economic and Workforce Development
Prepare Annual Environmental Sustainability Progress Report	\$50,000.00	\$100,000.00	\$150,000.00	\$100,000.00	\$100,000.00	\$500,000.00	Collect, analyze, and report sustainability performance data to communicate progress toward Metro's environmental, economic, and community goals.	Moving Beyond Sustainability, Sustainability Plan
Sustainability Plan (SP), Moving Beyond Sustainability (MBS) Program Support	\$150,000.00	\$300,000.00	\$450,000.00	\$300,000.00	\$300,000.00	\$1,500,000.00	Provide ongoing implementation, refinement, and performance tracking support for Metro's Sustainability Plan and MBS framework.	Moving Beyond Sustainability, Sustainability Plan
Green Construction Policy (GCP) Program Support	\$75,000.00	\$150,000.00	\$225,000.00	\$150,000.00	\$150,000.00	\$750,000.00	Support implementation and monitoring of Metro's Green Construction Policy, including sustainable materials management, waste diversion, and resource efficiency practices within capital projects that support current and future infrastructure needs specifically through a transit first perspective.	Green Construction Policy
Peer Review of Sustainability Program, Projects, Initiatives	\$50,000.00	\$100,000.00	\$150,000.00	\$100,000.00	\$100,000.00	\$500,000.00	Conduct independent technical reviews to validate sustainability strategies, reports, and performance metrics to ensure accuracy, quality, and alignment with Board-adopted policies.	Moving Beyond Sustainability, other documents
EMS & Training Plans, Studies, Reports	\$25,000.00	\$50,000.00	\$75,000.00	\$50,000.00	\$50,000.00	\$250,000.00	Develop and update technical studies, training plans, and reports supporting environmental compliance, workforce readiness, and sustainability program effectiveness.	Resilience and Climate Adaptation, Economic and Workforce Development
Innovative Sustainability Initiatives/Solutions	\$50,000.00	\$100,000.00	\$150,000.00	\$100,000.00	\$100,000.00	\$500,000.00	Provide technical expertise to identify and implement innovative approaches addressing climate resiliency, environmental compliance, operational efficiency, and community impacts.	Moving Beyond Sustainability
LA28 Olympic Support Services	\$100,000.00	\$200,000.00	\$100,000.00	\$0.00	\$0.00	\$400,000.00	Provide targeted sustainability and resiliency support for transportation projects and programs associated with the 2028 Olympic and Paralympic Games, including environmental performance tracking and alignment with long-term legacy objectives.	Moving Beyond Sustainability
Other	\$25,000.00	\$50,000.00	\$275,000.00	\$250,000.00	\$250,000.00	\$850,000.00	Provide as-needed sustainability policy and program support consistent with Metro sustainability and resiliency priorities and emerging initiatives.	Moving Beyond Sustainability and other documents
Overall ROM	\$1,250,000.00	\$2,500,000.00	\$3,750,000.00	\$2,500,000.00	\$2,500,000.00	\$12,500,000.00		

DEOD SUMMARY

**SUSTAINABILITY PROGRAM ASSISTANCE SERVICES
CONTRACT NO. AE129745EN086**

A. Small Business Participation

The Diversity and Economic Opportunity Department (DEOD) established an overall 34% Disadvantaged Business Enterprise (DBE) goal on all federally funded task orders and an overall 34% Small Business Enterprise (SBE) goal, inclusive of 31% SBE and 3% Disabled Veteran Business Enterprise (DVBE) goals, on all state, local, and/or Measure M funded work orders for this Contract Work Order (CWO) based solicitation. Cumming Management Group, Inc. (CMG) met the SBE goal by making a 31% commitment and met the DVBE goal with a 3% commitment.

In response to a specific Contract Work Order request with a defined scope of work, CMG will be required to identify SBE/DVBE subcontractor activity and actual dollar value commitments for that Work Order. Overall SBE/DVBE participation will be determined based on cumulative participation of all Work Orders issued to CMG.

While CMG made a DBE commitment, the U.S. Department of Transportation (USDOT) has issued an Interim Final Rule (IFR) that makes changes, including suspension of goals and enforcement, to the DBE Program effective October 3, 2025. Metro is currently reviewing the Interim Final Rule (IFR) to identify necessary program and procedural changes to ensure full compliance. Although the DBE commitment is not a factor in the staff recommendation, there are eleven certified small businesses participating in this contract.

Small Business Goal	31% SBE 3% DVBE	Small Business Commitment	31% SBE 3% DVBE
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	SBE Subcontractors	% Committed
1.	319Climate Inc.	TBD
2.	EcoTeal, Inc	TBD
3.	Estolano Advisors	TBD
4.	Global ASR Consulting, Inc.	TBD
5.	Lentini Design & Marketing, Inc.	TBD
6.	MugenKioku Corporation	TBD
7.	Polytechnique Environmental, Inc.	TBD
8.	Rhie Planning LLC	TBD
9.	Terravanta, Inc.	TBD

10.	Watearth, Inc.	TBD
Total SBE Commitment		31%

	DVBE Subcontractors	% Committed
1.	GC Green Incorporated	TBD
Total DVBE Commitment		3.00%

B. Local Small Business Enterprise (LSBE) Preference

The LSBE Preference Program does not apply to Architecture and Engineering procurements. Pursuant to state and federal law, price cannot be used as an evaluation factor.

C. Living Wage and Service Contract Worker Retention Policy Applicability

The Living Wage and Service Contract Worker Retention Policy is not applicable to this contract.

D. Prevailing Wage Applicability

Prevailing wage is not applicable to this contract.

E. Project Labor Agreement/Construction Careers Policy

Project Labor Agreement/Construction Careers Policy is not applicable to this Contract. PLA/CCP is applicable only to construction contracts that have a construction related value in excess of \$2.5 million.

F. Manufacturing Careers Policy

The Manufacturing Careers Policy (MCP) does not apply to this contract. The MCP is required on Metro's Rolling Stock RFPs, with an Independent Cost Estimate of at least \$50 million.

SUSTAINABILITY PROGRAM ASSISTANCE SERVICES (SPAS) Consultant Services Contract

Contract No. AE129745EN086

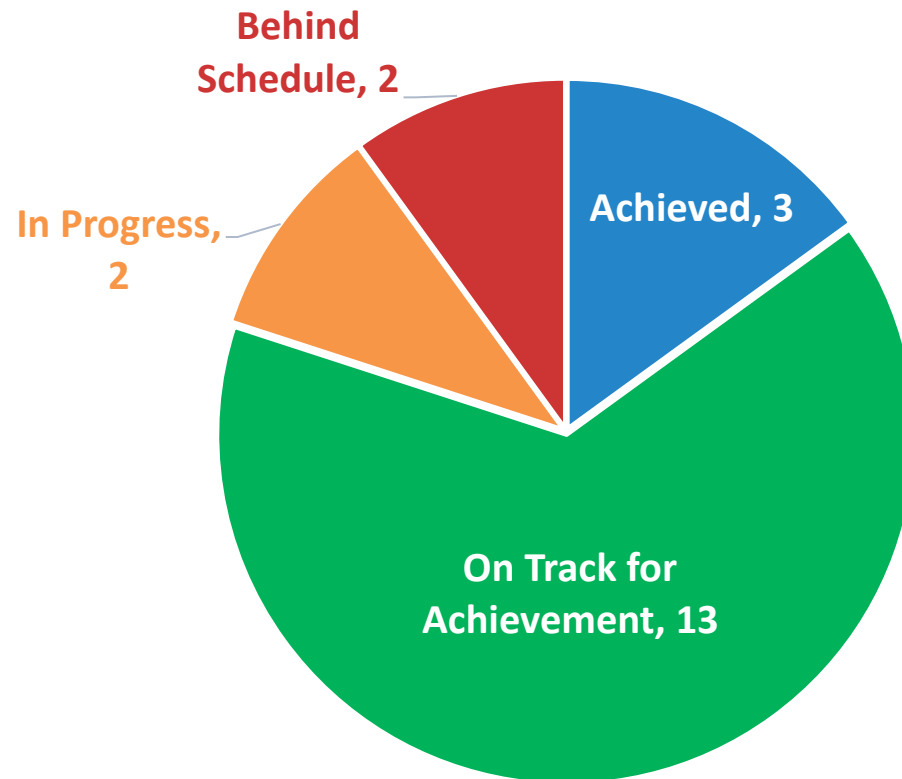
*Executive Management and Audit Committee
May 21, 2026*

Recommended Board Action

AUTHORIZE the Chief Executive Officer to:

- A. AWARD a cost-plus fixed fee, task order-based Contract No. AE129745EN086, to Cumming Management Group, Inc. for Sustainability Program Assistance Services (SPAS), for a three-year base term in an amount Not-To-Exceed (NTE) \$7,500,000, plus two, one-year options in an NTE amount of \$2,500,000 for each option year, for a total NTE amount of \$12,500,000, subject to the resolution of any properly submitted protests, if any:
- B. AWARD individual Task Orders and modifications up to the NTE contract amount of \$7,500,000 or the project's authorized amount, whichever is less.

Background: Outcomes from Previous and Current SPAS contracts



Sustainability Investments Have Returned \$201.5M to Support System Reliability and State of Good Repair

Positive Trends

- **80% achieved or on track for achievement within next 5 years.**
- Partnerships with key departments are paying off and driving achievement of most targets.
- Initiatives to reduce air pollution and GHG emissions are highly effective.
- Landfill diversion efforts on construction sites are showing impressive results but **challenges in operational waste diversion**
- Energy:
 - **Ahead of schedule** in energy demand and efficiency goals;
 - **Challenge in energy generation for both supply and resiliency**

No. AE129745EN086 Scope of Work

- > Consulting support through FY31 to continue providing program and project management and oversight for the 10-year Sustainability Strategic Plan *Moving Beyond Sustainability (MBS)* updated 2025. Three year base Contract through FY29, and two one-year options, FY30/31.
- > Consultant to provide as-needed analysis, studies, surveys, investigations, forecasting, predictions, and/or reports related to the operation and maintenance of Metro's transportation system, facilities, and support activities.
 - Prepare Annual Environmental Sustainability Progress Report
 - Sustainability Plan (SP), Moving Beyond Sustainability (MBS) Program Support
 - Green Construction Policy (GCP) Program Support
 - Peer Review of Sustainability Program, Projects, Initiatives
 - EMS & Training Plans, Studies, Reports
 - Innovative Sustainability Initiatives/Solutions
 - LA2028 Olympic Support Services



Issue and Discussion

ISSUE

- > As Metro advances the second half of its 10-year Sustainability Strategic Plan, continued specialized consulting support is needed to provide program management capacity, maintain implementation momentum through 2030, and ensure efficient delivery of Board-adopted sustainability and resiliency goals.

DISCUSSION

- > Awarding this contract provides Metro with specialized technical and program management capacity that sustains progress toward Board-adopted sustainability and resiliency goals, protects operational reliability, and delivers measurable environmental and financial value—including \$201.5 million in reinvestable revenue generated to date—while supporting major regional initiatives.



Procurement Evaluation

AWARDEE

> *CUMMING MANAGEMENT GROUP, INC.*

EVALUATION CRITERIA	MAXIMUM POINTS	CUMMING MANAGEMENT GROUP, INC.	AECOM TECHNICAL SERVICES	HDR ENGINEERING, INC.	MOTT MACDONALD GROUP, INC.
Experience, Qualifications, and Capabilities of Firms on the Proposed Team and Key Personnel	35	31.73	30.80	30.13	30.12
Understanding of Work and Appropriateness of Approach for Implementation	25	21.97	21.38	21.15	21.24
Effectiveness of Management Plan	20	17.25	17.10	17.16	16.51
Innovative Sustainable Practices and Experience	20	17.45	17.89	17.19	17.17
Total Score	100	88.40	87.17	85.63	85.04



No. AE129745EN086 SBE Commitments

- > The Diversity and Economic Opportunity Department (DEOD) established an overall 34% Disadvantaged Business Enterprise (DBE) goal on all federally funded task orders and an overall 34% Small Business Enterprise (SBE) goal, inclusive of 31% SBE and 3% Disabled Veteran Business Enterprise (DVBE) goals, on all state, local, and/or Measure M funded work orders for this Contract Work Order (CWO) based solicitation.
- > Cumming Management Group, Inc. met the SBE goal by making a 31% commitment, and met the DVBE goal with a 3% commitment. Overall 34% Disadvantaged Business Enterprise (DBE) goal on all federally funded task.
- > Eleven certified small businesses are participating in this contract. This is noteworthy because small businesses are vital to the economy, as they drive job creation, foster innovation, and strengthen local communities.



Next Steps

Upon Board approval, staff to execute Contract No. AE129745EN086 and proceed with issuing Task Orders to continuing implementing the MBS and as-needed services arise.

Thank You.





Board Report

File #: 2026-0089, **File Type:** Informational Report

Agenda Number: 26.

**EXECUTIVE MANAGEMENT COMMITTEE
MAY 21, 2026**

SUBJECT: FY2027 COMMITTEE AND BOARD MEETING CALENDAR

ACTION: RECEIVE AND FILE

RECOMMENDATION

RECEIVE AND FILE the FY2027 Committee and Board Meeting Calendar (Attachment A).

ISSUE

Staff have prepared the Committee and Board meeting schedule for FY2027 to maintain a regular meeting schedule and improve the ability of the agency, external stakeholders, and the public to plan for upcoming actions needed by the Board of Directors.

BACKGROUND

Per the Los Angeles County Metropolitan Transportation Authority Administrative Code Section 2-01-020, regular Board Meetings are scheduled for the fourth Thursday of the month, and Committees are scheduled for the week prior. Metro's Board Rules and Procedures dictate that August is an annual recess month. For FY2027, an exception to this schedule occurs in December 2026.

In accordance with the Brown Act, Special Board Meetings can be scheduled, and the agenda for any Special Meeting can be posted 24 hours before the meeting date. Additionally, items not on a posted agenda that either constitute an emergency or a matter that came to the attention of the agency after posting of the agenda and need immediate action may be considered at a regular meeting under conditions outlined in the Act. Also, an emergency meeting may be held, in conformance with requirements under the Act, in the event of a crippling activity, work stoppage, or other activity which severely impairs public health, safety, or both.

DISCUSSION

The FY2027 Committee and Board Meeting Calendar (Attachment A) improves the ability of the agency, external stakeholders, and the public to plan for upcoming actions needed by the Board of Directors. The meeting dates on the Calendar were selected with consideration of government and religious holidays throughout FY2027 and were scheduled to prevent possible conflicts when necessary.

Working with Board leadership, the following determinations have been made for FY2027 below:

- Quarterly Special Board Meeting - 09/16/26, 01/20/27, 04/14/27 or as needed at 9:00 a.m. or 3:00 p.m., depending on Board Member availability,
- Planning and Programming Committee - 3rd Wednesday at 11:00 a.m., *no change*
- Construction Committee - 3rd Wednesday at 1:00 p.m., *no change*
 - Please note that Wednesday Committees may fall on the 2nd or 3rd Wednesday, depending on what day of the week the month begins. They are scheduled for the week before the Regular Board Meeting unless otherwise noted on the meeting schedule (Attachment A).
- Finance, Budget, and Audit Committee - 3rd Thursday at 10:00 a.m., *no change*
- Executive Management Committee - 3rd Thursday at 11:00 a.m., *no change*
- Operations, Safety, and Customer Experience Committee - 3rd Thursday at 1:00 p.m., *no change*
- Regular Board Meeting - 4th Thursday at 10:00 a.m., *no change*

Considerations

Per the Board Rules and Procedures, August will be a recess month, and no Committees or Board Meetings will be held.

November's Committees will occur during their regular pattern, on November 18 and 19, with the Regular Board Meeting occurring on December 3 to accommodate the Thanksgiving Holiday.

EQUITY PLATFORM

The calendar improves agency transparency with the public by setting the Board Meeting schedule for the fiscal year in advance. It will be used to plan contract approvals, hold public hearings, and schedule other major items for Board consideration. Providing this calendar to the public improves the public's ability to engage with the Board on these crucial items.

Boardagendas.metro.net utilizes Google Translate, enabling the site to be translated into 110 different languages. It has been tested to ensure screen readers and other accessibility tools are compatible in compliance with international legislation and standards for web accessibility.

VEHICLE MILES TRAVELED OUTCOME

VMT and VMT per capita in Los Angeles County are lower than national averages, the lowest in the SCAG region, and on the lower end of VMT per capita statewide, with these declining VMT trends due in part to Metro's significant investment in rail and bus transit.* Metro's Board-adopted VMT reduction targets align with California's statewide climate goals, including achieving carbon neutrality by 2045. To ensure continued progress, all Board items are assessed for their potential impact on VMT.

While this item does not directly encourage taking transit, sharing a ride, or using active

transportation, it is a vital part of Metro operations, as it provides transparency and information about the upcoming meeting schedule for Metro's Board and its Committees. Because the Metro Board has adopted an agency-wide VMT Reduction Target, and this item supports the overall function of the agency, this item is consistent with the goals of reducing VMT.

*Based on population estimates from the United States Census and VMT estimates from Caltrans' Highway Performance Monitoring System (HPMS) data between 2001-2019.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

The report supports strategic plan goal #5 to provide responsive, accountable, and trustworthy governance within the Metro organization. By formally adopting a Committee and Board meeting calendar for FY2027, internal and external stakeholders can mitigate any conflicts in their schedules far in advance.

NEXT STEPS


Upon receiving and filing this report, the calendar will be posted on boardagendas.metro.net and shared with Metro's external stakeholders and internal staff.

ATTACHMENT

Attachment A - FY2027 Board Meeting Calendar

Prepared by: Collette Langston, Board Clerk, (213) 922-2837

Reviewed by: Collette Langston, Board Clerk, (213) 922-2837



Collette Langston, Board Clerk

FY2027 Committee & Board Meeting Calendar

July 2026						
S	M	T	W	TH	F	S
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August 2026						
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November 2026						
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January 2027						
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31						

February 2027						
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March 2027						
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April 2027						
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June 2027						
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IMPORTANT DATES AND HOLIDAYS
July 3: HQ Offices Closed in Observance of Independence Day
July 4: Independence Day
September 7: Labor Day
September 11 – 13: Rosh Hashanah
September 21: Yom Kippur
September 25 – October 2: Sukkot
November 11: Veterans Day
November 26: Thanksgiving Day
November 27: HQ Offices Closed
December 4 – 12: Hanukkah
December 25: Christmas
December 26 – January 1: Kwanzaa
January 1: New Year's Day
January 18: Martin Luther King Jr. Day
February 15: Presidents' Day
March 26: Good Friday
March 28: Easter
April 21 – 29: Passover
March 29: Farm Workers Day
May 31: Memorial Day
June 10 - 12: Shavuot
June 18: HQ Offices Closed in Observance of Juneteenth
June 19: Juneteenth

- Quarterly Special Board Meeting* – 9:00 a.m. or 3:00 p.m.
*9/16/26, 1//20/27, 4/14/27, or as needed
Planning & Programming Committee – 11:00 a.m.
Construction Committee – 1:00 p.m.
- Finance, Budget, & Audit Committee – 10:00 a.m.
Executive Management Committee – 11:00 a.m.
Operations, Safety, and Customer Experience Committee – 1:00 p.m.

- Board of Directors Meeting – 10:00 a.m.
- Metro HQ Offices Closed

FY2027 Committee & Board Calendar



Metro

Executive Management Committee
May 21, 2026

FY2027 CALENDAR

FY2027 Committee & Board Meeting Calendar

July 2026						
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August 2026						
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September 2026						
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October 2026						
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November 2026						
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December 2026						
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January 2027						
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February 2027						
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March 2027						
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April 2027						
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May 2027						
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June 2027						
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IMPORTANT DATES AND HOLIDAYS
July 3: HQ Offices Closed in Observance of Independence Day
July 4: Independence Day
September 7: Labor Day
September 11 – 13: Rosh Hashanah
September 21: Yom Kippur
September 25 – October 2: Sukkot
November 11: Veterans Day
November 26: Thanksgiving Day
November 27: HQ Offices Closed
December 4 – 12: Hanukkah
December 25: Christmas
December 26 – January 1: Kwanzaa
January 1: New Year's Day
January 18: Martin Luther King Jr. Day
February 15: Presidents' Day
March 26: Good Friday
March 28: Easter
April 21 – 29: Passover
March 29: Farm Workers Day
May 31: Memorial Day
June 10 - 12: Shavuot
June 18: HQ Offices Closed in Observance of Juneteenth
June 19: Juneteenth

- Quarterly Special Board Meeting* – 9:00 a.m. or 3:00 p.m.
*9/16/26, 1/20/27, 4/14/27, or as needed
Planning & Programming Committee – 11:00 a.m.
Construction Committee – 1:00 p.m.
- Finance, Budget, & Audit Committee – 10:00 a.m.
Executive Management Committee – 11:00 a.m.
Operations, Safety, and Customer Experience Committee – 1:00 p.m.

- Board of Directors Meeting – 10:00 a.m.
- Metro HQ Offices Closed

ADOPTED: XX/XX/XX

DETAILS – Wednesday Committees

- Quarterly Special Board Meeting – 09/16/26, 01/20/27, 04/14/27 or as needed at 9:00 a.m. or 3:00 p.m. depending on Board Member availability
- Planning & Programming Committee – 3rd Wednesday at 11:00 a.m.
- Construction Committee – 3rd Wednesday at 1:00 p.m.

Please note that Wednesday Committees may fall on the 2nd or 3rd Wednesday depending on what day of the week the month begins. They are scheduled for the week before the Board Meetings unless otherwise noted on the meeting schedule.

DETAILS – Thursday Committees

- Finance, Budget, and Audit Committee – 3rd Thursday at 10:00 a.m.
- Executive Management Committee – 3rd Thursday at 11:00 a.m.
- Operations, Safety, and Customer Experience Committee – 3rd Thursday at 1:00 p.m.

CONSIDERATIONS

Per the Board Rules and Procedures, August will be a recess month, and no Committees or Board Meetings held.

November's Committees will occur during their regular pattern, on November 18 and 19, with the Regular Board Meeting occurring on December 3 to accommodate the Thanksgiving Holiday.

RECOMMENDATION and NEXT STEPS

We ask the Board to RECEIVE and FILE the FY2027 Committee and Board Meeting Calendar.

Once received and filed, the calendar will be posted on boardagendas.metro.net and shared with our external stakeholders and internal Metro staff.

Thank You!



Metro®



Board Report

File #: 2026-0217, File Type: Policy

Agenda Number:

EXECUTIVE MANAGEMENT COMMITTEE MAY 21, 2026

SUBJECT: STATION NAMING RIGHTS - CATHAY PACIFIC

ACTION: APPROVE RECOMMENDATION

RECOMMENDATION

WITHDRAWN:

~~APPROVE the Cathay Pacific Corporate Sponsorship Proposal for the naming rights of the LAX/Metro Transit Center Station for five years upon execution of the agreement.~~

ISSUE

As Metro works to deliver world-class mobility for Angelenos and visitors, the agency maximizes responsible revenue generation opportunities from its existing assets.

Metro's transit system represents one of the largest and most visible public platforms in the United States. With millions of riders annually and extensive reach across Los Angeles County, Metro's network of buses, trains, stations, digital screens, and facilities represents a powerful media platform within the nation's second-largest designated market area (DMA).

BACKGROUND

Metro's advertising program operates through contracted media partners and is governed by the agency's System Advertising Policy. Metro does not directly sell advertising inventory. Instead, advertising revenue is generated through two contracted media agencies operating under agreements through 2030:

- Intersection - Rail advertising assets including trains, stations, digital displays, and wallscapes
- OUTFRONT Media - Bus fleet advertising

Under this structure, Metro staff provide policy oversight, advertising approvals, and strategic direction. The advertising agencies manage sales, contracting, production, installation, and revenue collection.

In 2016, Metro adopted a Corporate Sponsorship and Naming Rights program as part of the Property Naming Policy. However, in February 2017, the Board removed the sponsorship program while staff conducted additional research and evaluation regarding its potential impacts.

Since that time, many major transit systems across North America and internationally have successfully implemented sponsorship and naming rights programs that generate significant recurring revenue while maintaining strong brand protections.

Examples include:

- Chicago Transit Authority
- Metropolitan Transportation Authority (New York)
- Southeastern Pennsylvania Transportation Authority (Philadelphia)
- Transport for London

These programs demonstrate that carefully structured sponsorship frameworks can generate substantial non-fare revenue while maintaining transit system integrity.

Corporate sponsorship and naming rights programs have been successfully implemented by transit systems across North America and internationally.

Examples include:

- NRG Station - Philadelphia (SEPTA)
- Wawa Station - Philadelphia (SEPTA)
- BET/MGM Meadowlands Rail Line - New Jersey Transit

These partnerships generate recurring revenue while enhancing station environments and strengthening relationships between transit systems and major brands.

Over the past three years, staff have shifted Metro's advertising program from a transactional, short-term sales model to a long-term, brand-forward strategy designed to position Metro as a premium media platform while maintaining strong oversight and brand protections.

In 2022, Metro approved a 12-month HBO station takeover at Culver City Station in valued at \$750,000, which was extended in 2023 for \$880,000, demonstrating strong advertising demand and positive market reception. In March 2024, the Board approved another 12-month HBO Max advertising campaign at Culver City Station, projected to generate approximately \$616,000 in estimated net revenue.

In November 2024, staff informed the Board that strategic advertising policy updates could generate up to \$70 million annually in future advertising and sponsorship opportunities.

DISCUSSION

Cathay Pacific Corporate Sponsorship at LAX/Metro Transit Center

The proposed Cathay Pacific partnership represents a significant milestone in this strategy. The LAX/Metro Transit Center (MTC) serves as one of the region's most important transportation

gateways, connecting travelers arriving at Los Angeles International Airport to the regional transit network. As Los Angeles prepares to host several global mega-events-including the FIFA World Cup 2026, Super Bowl LXI, and the 2028 Olympic and Paralympic Games-this station will play an increasingly prominent role in welcoming visitors to the region.

Through this sponsorship agreement, Metro would secure a five-year partnership with a globally recognized airline brand while generating approximately \$10 million in sponsorship value over the term of the agreement.

Proposed Deal Terms:

- **Term:** Five years
- **Naming Rights Convention:** Cathay Pacific/LAX/Metro Transit Center
- **Station Media:** All static station domination elements and a portion of the deployed station digital, as well as the future large-scale LED screens that will be deployed later this year.
- **Supporting Media:** 13 train wraps

Total Media Revenue: \$8,001,868 paid by Cathay

- Media Revenue is defined as the cost to purchase the advertising space and naming rights elements. The \$8,001,868 in Media Revenue will be treated as “Net Revenue” as defined in the Advertising Agreement between Intersection and Metro. Based on the Advertising Agreement and the 60% revenue share from now until February 28, 2028, and 70% revenue share from March 1, 2028 - February 28, 2030, **Metro will receive approximately \$5.3M in payments over the 5-year term.**

Additional Revenue at MTC

- As part of the naming rights deal, Cathay will only receive a portion of screen time on digital displays at the station. Metro expects to generate significant additional revenue on the to-be-deployed large format digital displays and the six existing 75” displays already deployed at the station. Staff and Intersection estimate additional \$1 million per year on digital displays from clients that do not directly compete with Cathay (e.g., other Airlines). The current deal with Cathay does not include the train station retail space - which staff believes can be monetized by other advertisers who do not compete with Cathay.

World Cup Period

- Intersection is working on a deal for Cathay to take over the domination at MTC from Pechanga Casino for the World Cup period. Based on the current proposal, if the larger naming rights deal is approved, the cost of the domination will be included in the overall deal. If the larger naming rights deal does not close, Cathay will pay the cost of the domination.

Restrictions

- Cathay will have the right to all static advertising signage at the Station. They will also get a to-be-determined portion of time on the digital displays. Intersection will sell advertising on the digital displays to other brands, but brands that directly compete with Cathay (e.g. Delta, American Airlines, etc.) will not be permitted to purchase digital or static ads at the Station. As detailed above, Intersection expects to generate additional revenue of \$1M per year from non-

competitive advertisers on the digital displays.

- **Station Signage and Maps.** As part of the deal, the new station name will appear at MTC station, Metro Maps and other station signage across the system. Fabrication and installation of signage at the station and the name of the new station will be incorporated systemwide within an estimated 120 days after the agreement is finalized.
- **Non-Cancellable.** This contract will be non-cancellable by Cathay Pacific Airways with the exception of a very limited termination clause in the event of a catastrophic event (e.g. if the station is no longer accessible or other force majeure events). Metro has the right to terminate the agreement in the event of an issue with Cathay (e.g. bankruptcy, a serious controversy involving Cathay, etc.).
- **Cathay Obligations.** For the avoidance of doubt, this is an advertising deal and Cathay will have no obligations in regard to maintenance or operation of MTC station. All operation and maintenance of the advertising assets will stay with Metro and Intersection.

Importantly, the proposed agreement reflects a value-focused approach to advertising rather than an expansion of advertising volume. Staff remain committed to protecting the integrity of the transit environment and creating a clean, comfortable customer experience. Under this agreement:

- Metro retains final approval authority for all advertising content
- Design standards ensure advertising does not interfere with wayfinding, safety communications, or the passenger experience

This approach allows Metro to generate meaningful revenue while preserving the clarity, accessibility, and civic character of the transit system.

Marketing Analysis from Intersection

Intersection is the only company that has successfully sold similar naming rights deals at other transit authorities. Based on Intersection's experience, market analysis and a prolonged negotiation with Cathay Pacific, the proposed Cathay deal is at or above market value. For reference, the current station domination is generating \$525K per year from Pechanga Resort Casino. The Cathay deal generates more than 3x the current deal.

Based on Intersection's experience, staff are confident that \$10M over 5 years is at or above market. At \$1.7M per year, this deal represents a 43% premium over the largest transit naming rights that Intersection has negotiated in other markets. \$1.7M per year is especially rich considering that (i) Cathay's original offer was less than \$1M per year and (ii) the fact that the current ridership at MTC is significantly lower than stations in other markets where naming rights deals Intersection sold for \$1M or less.

FINANCIAL IMPACT

The Cathay Pacific sponsorship agreement is expected to generate approximately \$5.3 million in revenue to Metro after the agency revenue split.

There is no impact to the current FY26 Budget. This sponsorship revenue is part of the Adjusted

Minimum Annual Guaranteed (MAG) contract with Intersection approved by the Board on March 16, 2023, with the annual year end revenue true-up. Revenue generated from this agreement will support Metro's operating and capital programs and reduce reliance on public funding sources.

Cathay Pacific is responsible for the \$1.6M in production costs over the 5-year term. Production costs include production, installation and removal of advertising signage in the station and the train wraps.

Impact to Budget

Commercial Advertising and Sponsorship revenues are eligible for bus and rail operating and capital expenses.

EQUITY PLATFORM

In compliance with the Commercial Sponsorship Policy's equity component, revenues from this sponsorship will fund the operations and maintenance costs of the LAX/MTC Station.

VEHICLE MILES TRAVELED OUTCOME

VMT and VMT per capita in Los Angeles County are lower than national averages, the lower in the SCAG region, and on the lower end of VMT per capita statewide, with these declining VMT trends due in part to Metro's significant investment in rail and bus transit. Metro's Board-adopted VMT reduction targets align with California's statewide climate goals, including achieving carbon neutrality by 2045.

As part of these ongoing efforts, this item is expected to contribute to further reductions in VMT. This item supports Metro's strategy to reduce vehicle miles traveled by strengthening the agency's ability to invest in transit operations and customer experience improvements that encourage ridership. By enabling responsible revenue generation through premium advertising inventory and corporate sponsorship opportunities, this item provides additional resources to support transit operations and enhance the attractiveness of the transit system. Metro's Board-adopted VMT reduction targets designed to build on the success of existing investments, and this item aligns with those objectives.

*Based on population estimates from the United States Census and VMT estimates from Caltrans' Highway Performance Monitoring System (HPMS) data between 2001-2019

IMPLEMENTATION OF STRATEGIC PLAN GOALS

This item supports several goals outlined in **Metro's Vision 2028 Strategic Plan**, including:

- **Goal 1: Provide high-quality mobility options that enable people to spend less time traveling.**

Revenue generated through advertising and sponsorship programs supports Metro's ability to invest in transit service, system reliability, and customer experience improvements that enhance mobility options throughout the region.

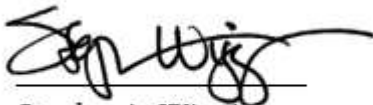
- **Goal 3: Enhance communities and lives through mobility and access to opportunity.**
By leveraging private-sector partnerships to generate non-fare revenue, Metro can continue to expand programs that improve access to jobs, education, healthcare, and other essential destinations.
- **Goal 4: Transform LA County through regional collaboration and national leadership.**
The Cathay Pacific partnership positions Metro as a leader in innovative transit partnerships and demonstrates the agency's commitment to maximizing the value of public infrastructure assets.
- **Goal 5: Provide responsive, accountable, and trustworthy governance.**
This item will enable Metro staff to establish a clear framework for evaluating corporate sponsorship and naming rights opportunities while ensuring that all partnerships align with Metro's policies, values, and brand standards.

NEXT STEPS

Upon Board approval, staff will finalize the corporate sponsorship agreement with Cathay Pacific for LAX/MTC.

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Monica Bouldin, Deputy Chief, Customer Experience, (213) 922-4081

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Stephanie Wiggins
Chief Executive Officer

File # 2026-0217: STATION NAMING RIGHTS – CATHAY PACIFIC

May 21, 2026

Executive Management
Committee



File # 2026-0217: CATHAY PACIFIC CORPORATE SPONSORSHIP PROPOSAL FOR LAX/MTC NAMING RIGHTS

RECOMMENDATION

APPROVE the Cathay Pacific Corporate Sponsorship Proposal for the naming rights of the LAX/Metro Transit Center Station for five years upon execution of the agreement.

Proposed Cathay Pacific LAX/MTC Sponsorship Elements






- Five-year term
- All existing domination media at the station
- Official station name change on maps, signage, and announcements
- Portion of deployed station digital assets
- 13 train wraps
- Retail space excluded, as is the roof



Media Value/Production Cost/Metro Revenue Share Breakdown

Year	Total Media Revenue	LA Metro Share of Media Revenue %	LA Metro Share of Media Revenue \$	Production Cost	Total
Year 1 ('26-'27)	\$1,531,500	60%	\$918,900	\$369,401	\$1,900,901
Year 2 ('27-'28)	\$1,546,545	60%	\$927,927	\$356,389	\$1,902,934
Year 3 ('28-'29)	\$1,592,941	70%	\$1,115,058	\$363,517	\$1,956,458
Year 4 ('29-'30)	\$1,640,730	70%	\$1,148,511	\$370,787	\$2,011,517
Year 5 ('30-'31)	\$1,689,952	70%	\$1,182,966	\$378,203	\$2,068,154
Total Cost *	\$8,001,668		\$5,293,362	\$1,838,297	\$9,839,964

Comparison to Other Transit Agency Sponsorship Naming Rights Deals

Transit Authority	Brand	Description	Initial Term	Average Annual Revenue
	Cathay Pacific	Proposed deal to rename LAX MTC Station for a 5-year term.	5 Years	\$1.7M
	NRG	NRG's sponsorship transformed the Broad Street Line's southern terminal into NRG Station, creating a high-impact connection between the brand and Philadelphia's sports and entertainment district while cementing visibility across all rider touchpoints	5 years + extensions	\$1M
	Penn Medicine	The University of Pennsylvania Health System renamed the University City Station as Penn Medicine Station.	5 years + 4 year extension	\$680K
	Drexel University	Naming rights deal for the SEPTA portion of 30th Street Station in Philadelphia	5 years + 5 year extension	\$600K
	BetMGM	BetMGM's sponsorship of the Meadowlands Rail Line integrated the brand into New Jersey's sports and entertainment ecosystem, placing it top-of-mind for fans traveling to MetLife Stadium and beyond	3 years	\$1M

Examples of potential signage





Thank you/Questions

May 2026



Board Report

File #: 2026-0317, **File Type:** Informational Report

Agenda Number:

**EXECUTIVE MANAGEMENT COMMITTEE
MAY 21, 2026**

SUBJECT: ROOM TO WORK PROGRAM UPDATE

ACTION: RECEIVE AND FILE

RECOMMENDATION

RECEIVE AND FILE status report on Metro’s Room to Work Program.

ISSUE

Metro’s Room to Work Program is now in its fourth year of operations providing career access and support to communities with historical economic and social barriers to employment. Room to Work’s focus has grown from supporting formerly unhoused individuals with a pathway to training and employment in the transportation industry, starting with part-time Custodian roles, to also supporting veterans, justice-impacted individuals, and others facing barriers to employment. This report provides an update on the program’s progress to date, outlines its strategic direction moving forward and its alignment with key Metro priorities.

BACKGROUND

This pilot program helps address two agency priorities: Workforce shortages and reducing the number of people experiencing homelessness who are sheltering on the Metro system. Launched as a pilot in June 2022, the program partners with community organizations and Los Angeles Trade Technical College (LATTC) to employ participants as part-time custodians for 24 months, with structured training and support. Additional collaboration with community-based organizations (CBOs) and Transportation Workforce Readiness Training (TWRT) partners strengthens career readiness through enhanced screening, soft skills training, and case management. Since its launch, 149 participants, including veterans, justice-impacted individuals, and those facing other employment barriers, have secured roles at Metro.

Room to Work is designed to ensure that the main program user, Metro’s Facilities Maintenance Department within the Operations cabinet, has access to a trained workforce from within communities. As noted in Attachment A, the program is customer-centered, inclusive, and enhances Metro’s ability to be a resilient transit provider, while implementing the agency’s commitment to addressing homelessness with compassion and dignity.

DISCUSSION

Guided by the vision of Metro's CEO, the Chief People Office and Operations cabinets have come together to champion opportunity- taking bold, intentional steps to open doors for communities most impacted by economic and housing instability. The Room to Work Program reflects this commitment, creating a pathway for formerly unhoused residents and others facing barriers to employment to access meaningful, long-term careers in transportation, and in doing so, labor partners from the Transportation Communications Union (TCU) have agreed to 90 Room to Work participants at any given time. The Program reflects Metro's ongoing commitment to equity and inclusion by creating accessible pathways to opportunity for the communities it serves. This workforce development initiative and the corresponding external community partnership aligns with Metro's needs as an employer and leverages education, training, and supportive services to create sustainable career pathways. These collaborations, often facilitated by local boards, nonprofits, and colleges, focus on inclusive growth, upskilling, and providing wraparound services for underserved populations.

Room to Work candidates are required to complete the TWRT as a condition of joining the Program. This readiness training has been developed by the Transportation Workforce Institute in collaboration with Los Angeles Trade Tech College, and Metro. TWRT is a non-credit certification program delivered through the community college system. The curriculum typically covers 60 hours of instruction, and its adaptive format means that modules can be added or changed to serve general recruitment as well as more specific training as needed.

Room to Work Program Objectives

1. Identify & Support the Unhoused Population and Others with Historical Barriers to Employment
 - Support existing outreach efforts to identify and connect unhoused individuals on Metro's system with resources
 - Partner with LA County Unhoused Initiative and others who provide transitional housing and other wraparound services
2. Create Employment Opportunities
 - Creation of a new entry-level position in Operations to pathway into custodial positions
3. Increase Cleanliness of System
 - Increase the cleanliness of the system by aligning the workforce to today's cleanliness expectations and standards.

Metro staff have determined that the Program is meeting, and in many cases exceeding its stated objectives of providing support to formerly unhoused individuals by creating pathways to custodial careers at Metro and thereby increasing the cleanliness of the system.

Metro leverages a network of community-based partners-including local non-profits, neighborhood groups, and advocacy organizations- that maintain direct, trusted relationships with transit-dependent populations. Through partners such as Justice Care Opportunity Department (JCOD), People Assisting the Homeless (PATH), Volunteers of America (VOA), Watts Labor Community Action Committee (WLCAC), Chrysalis, USVETS-Inglewood, Union Station Homeless Services, USVET-Long Beach, Village for VETS, and City and County Workforce Development Boards, the program is able to effectively reach individuals experiencing homelessness, justice-impacted populations, and

veterans. Through these partnerships, Metro has established a targeted workforce pipeline in collaboration with the Transportation Communication Union (TCU), supporting up to 90 active participants at any given time in Part-Time Custodian roles.

Program Outcomes

Program outcomes demonstrate strong engagement and conversion across the employment pipeline. To date, 423 individuals have applied, resulting in 320 interviews—a 75.7% interview rate. From those interviewed, 149 individuals have been hired, representing a 46.6% interviews-to-hire conversion rate and an overall application-to-hire rate of 35.2%.

Career Pathway

Importantly, the program is also achieving early indicators of long-term workforce attachment. Of those hired, 21 participants have transitioned to full-time employment after meeting the one-year eligibility requirement outlined in the side letter agreement, reflecting a 14.1% advancement rate. These outcomes underscore the program's effectiveness in not only connecting priority populations to employment, but also supporting pathways to sustained, career-oriented opportunities. If participants see a clear earnings pathway (Part-time to full-time to higher wage steps), they are more likely to:

- Stay beyond 1-year mark: (Equals actual upward mobility, not just placement, and encourages retention)
- Reduces turnover compared to traditional hires
- Builds tenure in hard-to-fill roles

Hires to Date

The following is a breakdown of the 149 Room to Work Hires to date, with a requirement that all participants be formerly unhoused:

- Justice-impacted individuals and formerly unhoused: 73
- Veterans and formerly unhoused: 55
- (non justice-impacted or veteran) formerly Unhoused: 21

EQUITY PLATFORM

Since its launch, the Room to Work Program has provided more than employment opportunities at Metro. Through intentional, strategic hiring and targeted outreach in partnership with LATTTC, TWRT and various CBOs, all sharing the same mission and focus on advancing equity and inclusion for the most disadvantaged populations within Los Angeles County, the program delivers training, interview coaching, and end-to-end hiring support to help individuals access careers in transportation.

Additionally, the following outlines the ethnic demographics of the 149 candidates hired to date:

- African American: 89
- Hispanic: 37
- Native American: 1
- White: 7

- Two or More: 10
- Did not disclose information: 5

VEHICLE MILES TRAVELED OUTCOME

VMT and VMT per capita in Los Angeles County are lower than national averages, the lowest in the SCAG region, and on the lower end of VMT per capita statewide, with these declining VMT trends due in part to Metro's significant investment in rail and bus transit.* Metro's Board-adopted VMT reduction targets align with California's statewide climate goals, including achieving carbon neutrality by 2045. To ensure continued progress, all Board items are assessed for their potential impact on VMT.

While this item does not directly encourage taking transit, sharing a ride, or using active transportation, this initiative is expected to reduce VMT in LA County by training and transitioning disadvantaged individuals into Custodian careers within Metro Operations. Furthermore, cleanliness activities improve, benefit and encourage taking transit, including providing support services to transit services. Metro's Board-adopted VMT reduction targets were designed to build on the success of existing investments, and this item aligns with those objectives.

*Based on population estimates from the United States Census and VMT estimates from Caltrans' Highway Performance Monitoring System (HPMS) data between 2001-2019.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

Staff recommendation supports Metro's Vision 2028 goals in the following manner:

GOAL 2: Deliver outstanding trip experiences for all users of the transportation system. Specifically, Custodian personnel support a clean system and Metro facilities which enhance the external and internal customer experience.

GOAL 3: Enhance communities and lives through mobility and access to opportunity. Specifically, per 3.1: To lift up local communities, Metro will create jobs and career pathways in transportation. The Room to Work initiative expands access to meaningful employment training and career opportunities for individuals from diverse backgrounds, including the unhoused, veterans, people from disadvantaged communities, justice-impacted individuals, and those facing barriers to employment.

GOAL 4: Transform LA County through regional collaboration and national leadership. The Room to Work Program's success is driven by Metro's strong partnerships with community-based organizations and Metro's commitment to diversity, inclusion and strategic hiring efforts across all fronts.

NEXT STEPS

Metro staff will continue to advance the Room to Work Program through tracking of key goals targeting up to 90 Room To Work participants at a time, monitoring of the Room to Work dashboard to track the progress of existing hires, and program partner expansion through the addition of

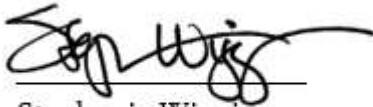
community referral and supportive service partners. The next Room to Work training cohort is scheduled for June 2026 and is expected to meet the 90 Room to Work participants hiring goal.

ATTACHMENT

Attachment A- Room to Work Program Brochure

Prepared by: Dennis Tucker, Manager, Talent Development, (213) 418-3160
Nancy Saravia, Deputy Executive Officer, Administration (213) 922-1217
Miguel Cabral, Deputy Chief People Officer, (213) 922-4245

Reviewed by: Dawn Jackson-Perkins, Chief People Officer, (213) 418-3166

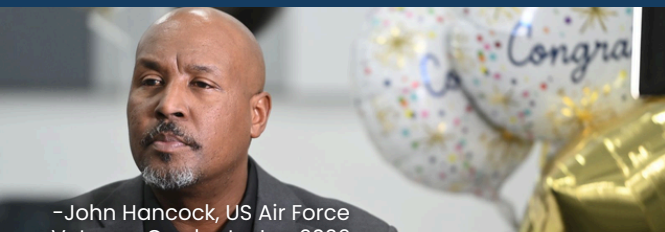


Stephanie Wiggins
Chief Executive Officer



CHANGING LIVES.

Veterans, individuals from disadvantaged communities, justice-impacted participants, and those facing barriers to employment have transitioned into roles at Metro or are on a clear pathway to do so.



—John Hancock, US Air Force Veteran, Graduate Jan 2026

149 PARTICIPANTS & COUNTING HIRED SINCE 2022



“Together, we build careers. Together, we strengthen communities. Together, we do hard things.”

— Dawn Jackson-Perkins, Chief People Officer, LA Metro



Meet Angelica Garcia and learn how the Room to Work program transformed her path and opened new career opportunities at LA Metro.



Get to know Michael Romero and hear how Room to Work changed his life, and set him on a career journey at LA Metro.

REAL STORIES. REAL IMPACT.

— Thomas Benkert, Graduate Jan 2026

See the impact firsthand. Meet our participants and hear how Room to Work is changing lives and building careers at LA Metro.

ROOM TO WORK

Strategic Hiring Initiative



Join the Metro Team

WE PUT PEOPLE FIRST

Transitioning Formerly Unhoused Individuals into Careers at Metro



Metro



— Marilyn Guzman,
HUB Cities Consortium

HOW IT WORKS

In Partnership with community based-organizations and our Transportation Workforce Readiness Training (TWRT) partners, the Room to Work program is strengthened through enhanced career-readiness screening, expanded soft skills training, and close collaboration with employment support coordinators and case managers.



— Stephen Humma Jr (Veteran),
Graduate Jan 2026

PROGRAM OVERVIEW

Through partnerships with approved community partners and Los Angeles Trade Technical College, participants gain employment as part-time custodians at LA Metro for 24 months, with structured development and support.



— Dennis Tucker,
HR Manager, LA Metro

“Room to Work is an initiative designed to support and transition formerly unhoused individuals into careers at LA Metro.”

For more information, please email:
StrategicHiring@metro.net

— Shauna Leon,
Program Supervisor III,
Volunteers of America HVRP



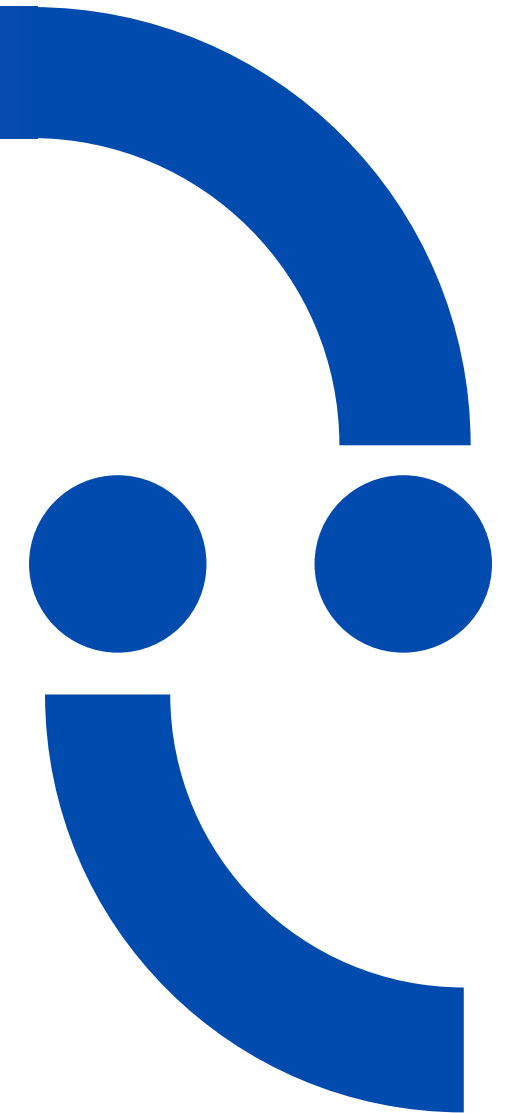
WHY IT MATTERS

LA Metro’s Room to Work is more than a job placement program. It represents workforce development, community reinvestment, second-chance employment, and a pathway to stability and career mobility.

“The program reflects Metro’s commitment to opportunity, equity, and long-term workforce sustainability.”

Room To Work Program Update

“Together, We Do Hard Things”



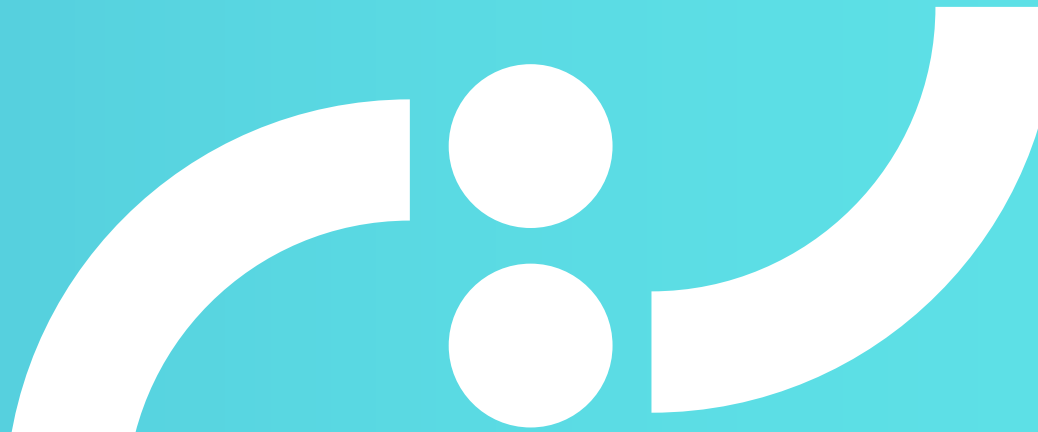
Room To Work

Room to Work is a CEO-directed initiative from 2022 that supports and prepares formerly unhoused individuals for career pathways in transportation.

- Partnership with our TCU-Labor union and community partners
- Transportation Workforce Readiness Training (TWRT)
 - Pre-Employment training through our Los Angeles Trade Technical College (LATTC) partner
- Custodial employment opportunities
 - New Employee Experience and upon completion of custodial training as a paid Metro employee
- Post-employment follow-up
- Up to 90 Room To Work hires at any given time



Background Info: Room To Work



Launched in June 2022 as a pilot, the program partners with community organizations and Los Angeles Trade Technical College (LATTTC) to employ participants as part-time custodians for 24 months, with structured training and support. In its fourth year of operations, RTW provides career access and wrap-around resources to our communities with historical economic and social barriers to employment and has also grown from initially supporting formerly unhoused to also supporting veterans, justice-impacted individuals, and others facing barriers to employment.



Room to Work YTD Update

Since inception in June 2022, Metro has sourced the following:

- Applicants: 423
- Interviews: 320
- Total Hire YTD: 149
- Currently sourcing another cohort in June 2026

Demographics

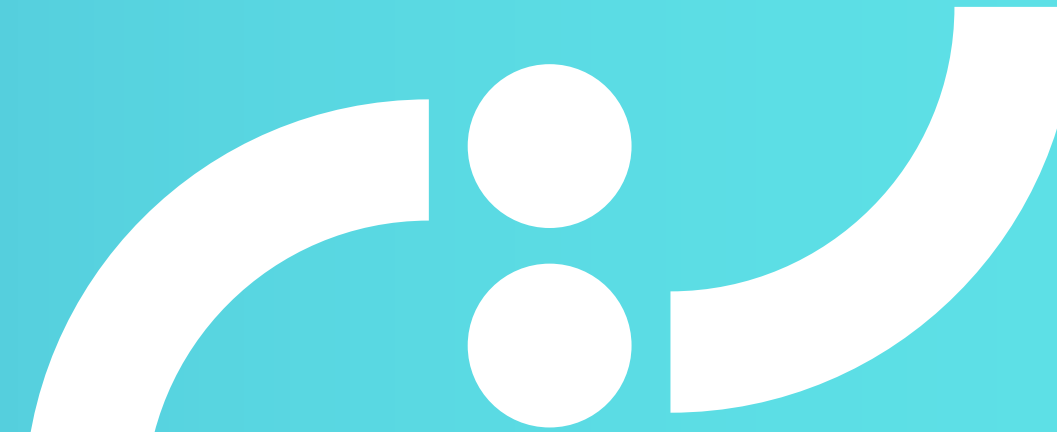
- Justice impacted & formerly unhoused: 73
- Veterans & formerly unhoused: 55
- Promoted to full-time: 21

Position Information

- \$26.44/hour
- Min. 15 hours per week; Max. 30 hours per week
- Supporting all lines



Room to Work Video



Click the link below to watch the Room To Work Promotional Video.

[LA METRO PROGRAM-V2b.m4v](#)



Metro

CHIEF PEOPLE OFFICE



Board Report

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Agenda Number: 29.

**EXECUTIVE MANAGEMENT COMMITTEE
MAY 21, 2026**

SUBJECT: FEDERAL AND STATE REPORT

ACTION: RECEIVE AND FILE

RECOMMENDATION

RECEIVE AND FILE May 2026 Federal and State Legislative Report.

DISCUSSION

**Executive Management Committee
Remarks Prepared by Raffi Haig Hamparian
Government Relations, Executive Officer: Federal Affairs**

Chair Dutra and members of the Executive Management Committee, I am pleased to provide an update on several key federal matters of interest to the agency. This report was prepared on May 5, 2026, and will be updated, as appropriate, at the Executive Management Committee meeting on May 21, 2026. The status of relevant pending legislation is monitored on the [Metro Government Relations Legislative Matrix <https://libraryarchives.metro.net/DB_Attachments/5%20-%20May%202026%20-%20Legislative%20Matrix.pdf>](https://libraryarchives.metro.net/DB_Attachments/5%20-%20May%202026%20-%20Legislative%20Matrix.pdf), which is updated monthly.

Los Angeles County Congressional Delegation

Metro’s government relations team continues to provide timely and accurate information about our agency’s initiatives and projects with members of the Los Angeles County Congressional Delegation, our two U.S. Senators, and with the U.S. Department of Transportation.

2028 Olympic and Paralympic Games

We are continuing to work to explore opportunities to secure mobility-related funding in advance of the 2028 Olympic and Paralympic Games. Mindful that the President’s Fiscal Year 2027 Budget Request did not include any funding for Games-related mobility initiatives, staff are engaged with an ongoing dialogue on Capitol Hill with both Republicans and Democrats to see whether our need for funding could be addressed in their Fiscal Year 2027 transportation spending bills, which will be crafted in the months ahead.

APTA Legislative Conference

Metro's government relations team was pleased to participate in the American Public Transportation Association's (APTA) 2026 Legislative Conference. Agency staff could hear from and interact with key elected officials across Capitol Hill and confer with professional staff members of congressional committees with jurisdiction over transportation matters. At the APTA Legislative Conference, many transit agencies expressed deep concern about the transit cuts proposed in the President's Fiscal Year 2027 Budget, released last month.

Fiscal Year 2027 Transportation Spending Bill

Members of Congress are advancing spending bills for Fiscal Year 2027, including the transportation spending bill that provides funding for the agency. Staff is in close communication with all members of the Los Angeles County Congressional Delegation to ensure that any final transportation spending bill reflects the Board-adopted priorities as reflected in the Board-approved 2026 Federal Legislative Program.

Surface Transportation Authorization Bill

Within the coming weeks, staff expect the House and Senate to release the text of their draft surface transportation authorization proposals. As Congress begins to work on a new surface transportation bill, staff will keep the Board informed of the important policy related work in this regard, including the work to promote the Board-approved USA Build Initiative.

Transit Operator Safety

In full alignment with Metro's Board-approved 2026 Federal Legislative Program, staff continues to prioritize transit operator safety and maintain active communication with the Los Angeles County Congressional Delegation on this issue. The upcoming reauthorization of federal surface transportation programs presents an important opportunity to advance enhanced protections for transit operators nationwide.

Federal Transportation Grants

Metro remains committed to aggressively pursuing competitive federal grants to advance a wide range of transit projects and programs. In alignment with this effort, staff continue to work closely with the Los Angeles County Congressional Delegation and key regional partners-including the LA/Orange County Building and Construction Trades Council and the Los Angeles Area Chamber of Commerce-to build support for both current and future grant applications.

Conclusion

Chair Dutra and members of the Committee, I look forward to providing further updates and expanding on this report during the Executive Management Committee meeting scheduled for May 21, 2026.

**Executive Management Committee
Remarks Prepared by Madeleine Moore
Government Relations, Deputy Executive Officer: State Affairs**

Chair Dutra and members of the Board, I am pleased to provide an update on several state matters of interest to the agency. This report was prepared on May 5, 2026, and will be updated, as appropriate, at the Executive Management Committee on May 21, 2026. The status of relevant pending legislation is monitored monthly on the [Metro Government Relations Legislative Matrix <https://libraryarchives.metro.net/DB_Attachments/5%20-%20May%202026%20-%20Legislative%20Matrix.pdf>](https://libraryarchives.metro.net/DB_Attachments/5%20-%20May%202026%20-%20Legislative%20Matrix.pdf).

Budget Update

The next major milestone in the FY 26-27 State budget process is the May revision to the Governor's January budget proposal. This is expected by mid-May. As always, Metro staff remain engaged with partners in the State government as the budget cycle continues, in order to ensure that transportation is sufficiently funded and Metro can continue to advance its capital and operating plans. The Senate and Assembly Budget Subcommittees have been meeting on the initial budget proposal, and these hearings will continue throughout the spring.

Legislative Update

Sponsored Legislation

Metro is the sponsor or co-sponsor of two bills this year, SB 1361 (Durazo) and AB 1837 (M. Gonzalez).

On April 21, the Senate Housing Committee, chaired by Senator Jesse Arreguín (D - Berkeley) heard and subsequently passed SB 1361, a Metro-sponsored bill by Senator María Elena Durazo (D - Los Angeles) to support both transit and housing in the State. The bill passed on a vote of 9-1. SB 1361 was amended during committee to substantially change the bill. The amendments delete the whole of the previous bill, and now include provisions that specify a local government with an existing or planned transit-oriented development stop cannot request that the transit agency reduce service to that stop so that SB 79 does not apply, condition approval of a project on the basis of the impacts of increased height or density required by SB 79, or withhold support of an application for federal funding of a transit project on the basis of the additional height or density required by SB 79. The amendments will also apply these provisions statewide.

At the Committee hearing, Chair Arreguín asked to be added as a bill co-author. Additionally, comments from committee members and SB 79 sponsors alike acknowledged that SB 79 has already had unintended consequences for transit delivery. On April 29, the Senate Local Government Committee passed SB 1361 on a vote of 5-2. At the time of this writing, the bill is awaiting a vote on the floor of the Senate.

On April 21, the Assembly Privacy Committee heard and then passed Assemblymember Mark Gonzalez's AB 1837 on a vote of 13-2. AB 1837 would extend AB 917 (2021, Bloom), which authorized Metro and other agencies to install front-facing cameras on our buses to capture parking violations in bus-only lanes. Metro is a formal co-sponsor of the bill. The bill now moves to the floor of the Assembly for a full vote.

Other Legislation

On April 22, SB 1411 by Senator Henry Stern (D - Los Angeles) was heard in and subsequently passed by the Senate Committee on Environmental Quality on a vote of 7-0. SB 1411 would lift the High-Speed Rail Authority's \$500 million funding commitment cap for additional activities outside the Bakersfield-Merced segment. This would allow additional investment in projects on both sides of the Central Valley alignment, including in LA County. Metro provided lead witness testimony in support of the bill. The bill now moves to the Senate Appropriations Committee.

Conclusion

Chair Dutra and members of the Committee, I look forward to providing further updates and expanding on this report during the Executive Management Committee meeting scheduled for May 21, 2026.

EQUITY PLATFORM

Government Relations will continue reviewing legislation introduced in Sacramento and Washington, DC, to address any equity issues in proposed bills and the budget process. Securing levels of federal transportation funding allows our agency to advance projects that improve equitable access and mobility for the ten million individuals who live, work, and travel throughout Los Angeles County.

VEHICLE MILES TRAVELED OUTCOME

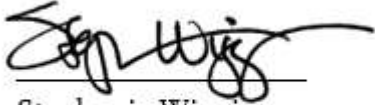
VMT and VMT per capita in Los Angeles County are lower than national averages, the lowest in the SCAG region, and on the lower end of VMT per capita statewide, with these declining VMT trends due in part to Metro's significant investment in rail and bus transit.* Metro's Board-adopted VMT reduction targets align with California's statewide climate goals, including achieving carbon neutrality by 2045. To ensure continued progress, all Board items are assessed for their potential impact on VMT.

This item supports Metro's systemwide strategy to reduce VMT through administrative and legislative advocacy activities that will benefit and further encourage transit ridership, ridesharing, and active transportation. Increased state and federal funding received benefits Metro's projects and programs to reduce VMT. Metro's Board-adopted VMT reduction targets were designed to build on the success of existing investments, and this item aligns with those objectives.

*Based on population estimates from the United States Census and VMT estimates from Caltrans' Highway Performance Monitoring System (HPMS) data between 2001-2019.

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A handwritten signature in black ink, appearing to read 'Step Wiggins', written over a horizontal line.

Stephanie Wiggins
Chief Executive Officer



Government Relations Federal and State Affairs Update

Executive Management Committee
May 21, 2026

Federal Affairs Update

- **Los Angeles County Congressional Delegation**
- **2028 Olympic and Paralympic Games**
- **APTA Legislative Conference**
- **Fiscal Year 2027 Transportation Spending Bill**
- **Surface Transportation Authorization Bill**
- **Transit Operator Safety**
- **Federal Transportation Grants**

State Affairs Update

- **Budget Update**
- **Olympic and Paralympic Games Advocacy Update**
- **Legislative Update:**
 - **SB 1361 (Durazo)**
 - **AB 1837 (M. González)**
 - **SB 1411 (Stern)**
 - **Other Legislation**