

UTA Board of Trustees Meeting

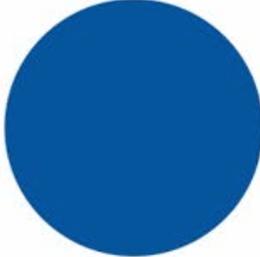
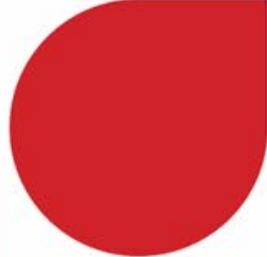
February 25, 2026

To view the meeting remotely, you may join through the UTA Public Meeting Portal or Zoom.

To view the meeting through the Public Meeting Portal: <https://rideuta.legistar.com/Calendar.aspx>

To view the meeting live on Zoom, register at:
https://bit.ly/UTA_BOT_02-25-26





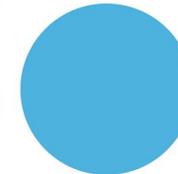
UTA Board of Trustees Meeting

February 25, 2026

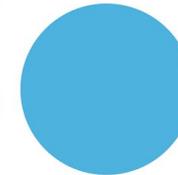
CALL TO ORDER AND OPENING REMARKS



PLEDGE OF ALLEGIANCE



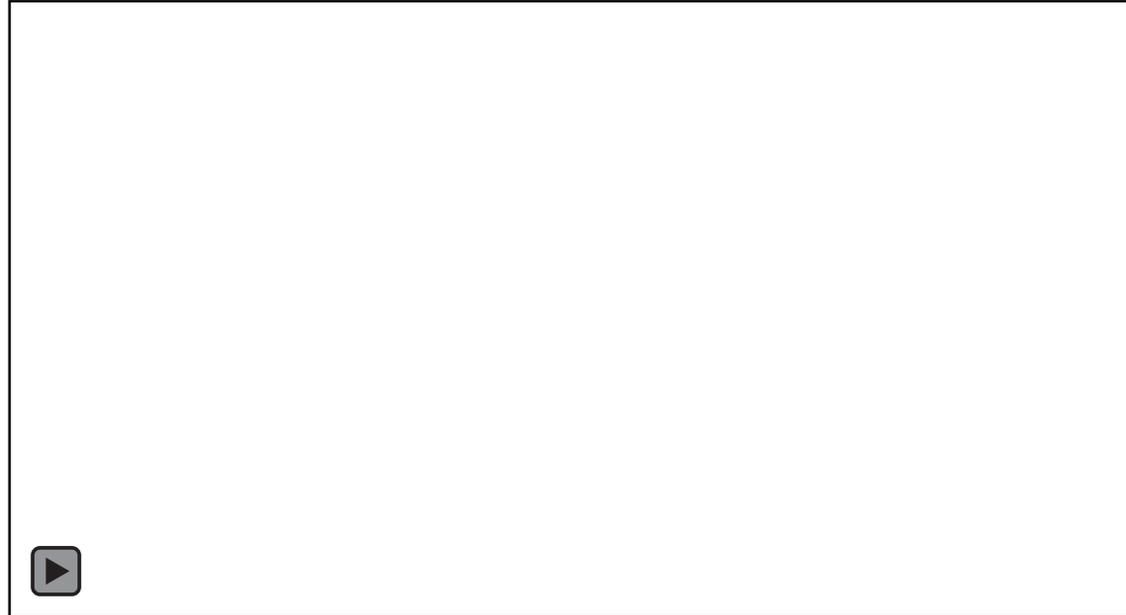
SAFETY FIRST MINUTE



PUBLIC COMMENT

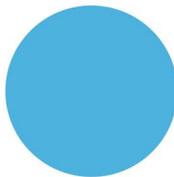
- Live comments are limited to 3 minutes per commenter
- One person's time may not be used to extend another person's time
- Live comments may be heard from in-person attendees as well as Zoom attendees
- For comments via Zoom, use the “raise hand” function in Zoom to indicate you would like to make a comment
- Public comment was solicited prior to the meeting through alternate means, including email, telephone, and the UTA website
- Any comments received through alternate means were distributed to the body for review in advance of the meeting

PUBLIC COMMENT



- Please state your name for the record
 - Limit comments to 3 minutes

CONSENT



Consent Agenda

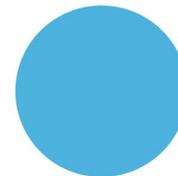
a. Approval of the February 11, 2026 Board of Trustees Meeting Minutes

Recommended Action (by acclamation)

Motion to approve the consent agenda.



REPORTS



Legislative Update and Potential Action on Proposed Legislation



Executive Director Report

- Overview of Utah 2034 Olympic Observer Trip



Overview of Utah 2034 Olympic Observer Trip



Highlights

- Olympic Observer Program Participants: LA, France, Brisbane, Utah
- Shared best practices with Milano Cortina 2026 team and other future Games hosts
- Met Milano Cortina 2026 Head of Transit and toured the Transportation Operations Center
- Attended briefings on various logistical topics as part of the Observer Program
- Networked with Utah 2034 team and other host cities



Photo by Andreas Rentz/AP



Duomo Terraces, Duomo di Milano



Milano Cortina 2026 Transportation Operations Center



LEARN ABOUT THE TRANSIT SYSTEM MOVING THE
2026 OLYMPIC AND PARALYMPIC WINTER GAMES



Strategic Plan Minute: Quality of Life - Reduce Top 5 Risks a Minimum of One Risk Level





Moving Utahns to a Better Quality of Life

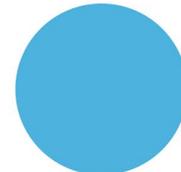


Strategic Initiative: Reduce Top 5 Risks by a Minimum of One Risk Level

	Q3 2023	Q1 2025	Q4 2025	Risk Appetite	Is the Risk Within Appetite?
Proper Channels Not Followed	142	383	32	Moderate	Yes
Single Points of Knowledge	265.5	512	96	Low	No (1 Lvl)
Outdated or Missing Policies, SOP's and/or Job Descriptions	149	397	210	Low	No (2 Lvl)
Inadequate Business Continuity/Disaster Recovery Capability	139.1	522	400	Low	No (3 Lvl)
Weaknesses in Data Governance	NA	277	560	Low	No (4 Lvl)



RESOLUTIONS



R2026-02-01 - Resolution Approving the Title VI Service and Fare Equity Analysis for Spring, Fall, and Winter 2026 Change Days



Title VI Analysis

UTA and Title VI

- Title VI of the Civil Rights Act requires UTA work to ensure there is no discrimination in the delivery of service
- An analysis is performed on all major service and fare changes to ensure there are no unintended negative impacts on low-income people and minorities
- The analysis is presented to and approved by UTA's Board of Trustees

Datasets and Analysis Parameters

- Demographic data from the 2024 On-Board Survey (OBS) were used to determine who is impacted by the proposed changes
- Demographics of those who use each fare type were compared: minority and low-income
- Differences greater than 5% between minority and non-minority, and low-income and not low-income require further examination and consideration

Spring Change Day (April) 2026 Proposed Major Service & Fare Changes

4 major service changes proposed

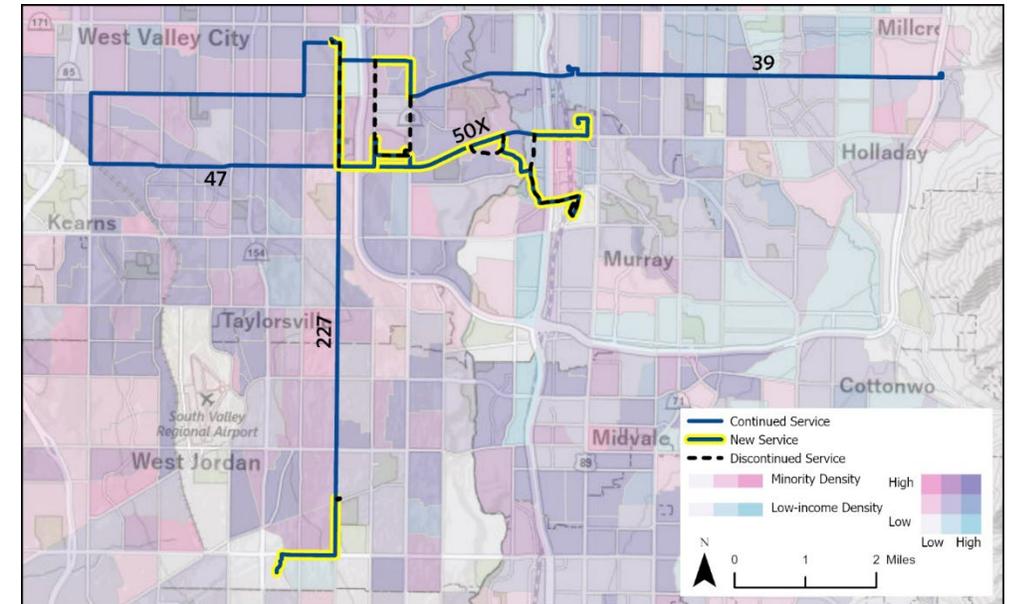
- 1 new route: Midvalley Express (MVX/50X)
- 1 alignment change and service increase: Route 227
- 2 alignment changes: Route 39 & Route 47

1 major fare change proposed

- MVX is proposed to begin operations as zero-fare

Title VI Findings and Conclusions

- **No findings of disparate impact or disproportionate burden**
- Cumulative effect of MVX package: increased service and access among low-income and minority populations
- Impacted areas are mostly offset by improved levels of service



Hours	Miles	Shifts	Pullout
+29K	+439K	+14	+5

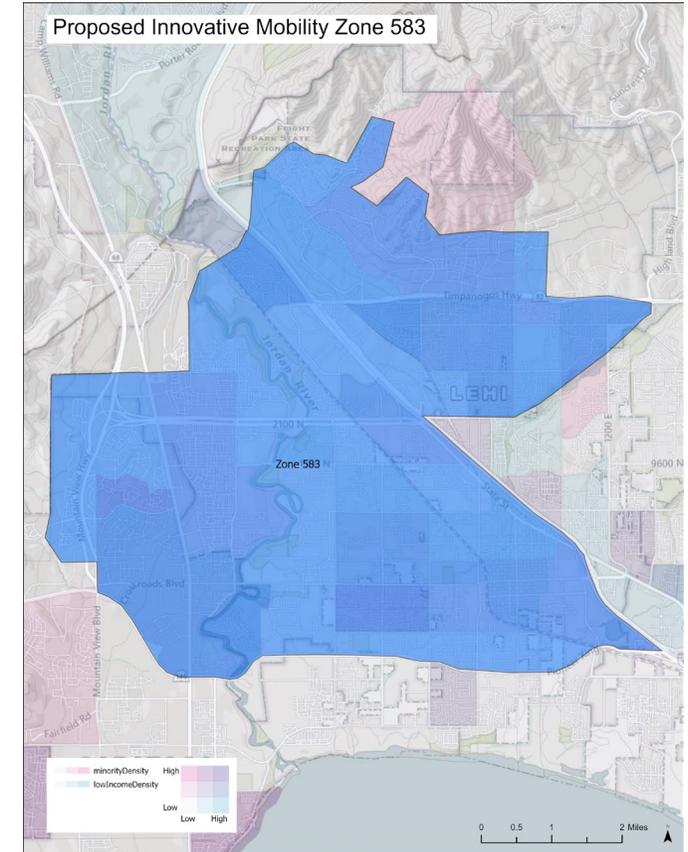
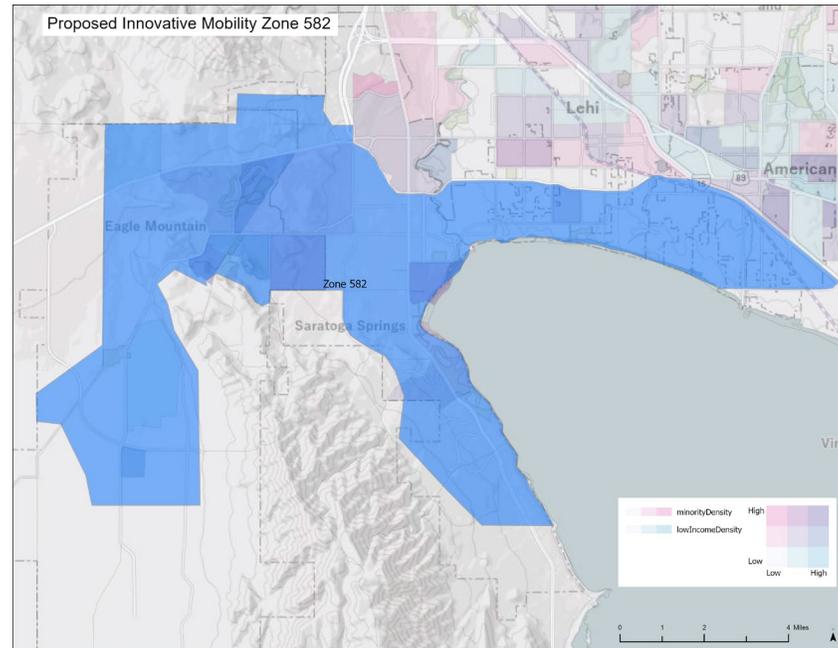
Fall Change Day (August) 2026 Proposed Service Changes

New IMZ 582 & 583*

New Zones:

582: Eagle Mountain

583: Lehi



*UTA's current Title VI policy does not include consideration of microtransit.

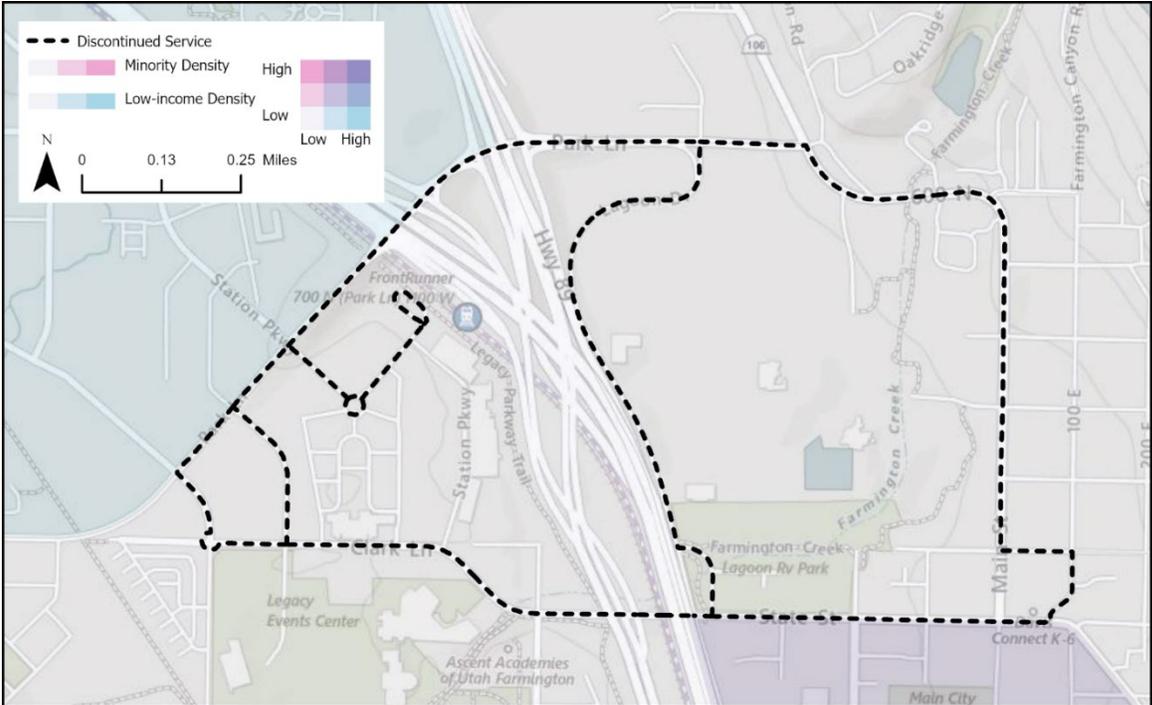
Winter Change Day (December) 2026 Proposed Service Changes

Route 667 Discontinuation

- End of fare agreement with Farmington City
- New pedestrian bridge to be constructed

Title VI Findings and Conclusions

- Serves minority and low-income populations at lower percentages than UTA system average
- Pedestrian bridge will link the west side of I-15 to Lagoon Park
- Additional coverage once the Davis-Salt Lake Community Connector begins operating in 2029
- ***No findings of disparate impact or disproportionate burden.***



Public Engagement

- Public Engagement for the updated 2026 Annual Service Plan was completed as part of the UTA 2026 Budget Adoption process.
 - Comment Period: October 8 – November 7, 2025
 - Public Open House and Hearing: October 30, 2025 at FLHQ
 - 8 stakeholder responses were received
 - 52 public comments were received
- A main theme of the public comments was increased service in Utah County

Next Steps

- Now – April 2026: Information-sharing
 - Communications about planned changes
- March 11, 2026: Updated 2026 Service Plan considered for approval by Board of Trustees
- April 12, 2026: Spring Change Day

Recommended Action (by roll call)

Motion to approve R2026-02-01
Resolution Approving the Title VI Service and Fare Equity Analysis for Spring, Fall, and Winter
2026 Change Days, as presented.



R2026-02-02 - Resolution Approving the Title VI Fare Collection System Equity Analysis



Title VI Analysis

UTA and Title VI

- Title VI of the Civil Rights Act requires UTA work to ensure there is no discrimination in the delivery of service
- An analysis is performed on all major service and fare changes to ensure there are no unintended negative impacts on low-income people and minorities
- The analysis is presented to and approved by UTA's Board of Trustees

Datasets and Analysis Parameters

- Demographic data from the 2024 On-Board Survey (OBS) were used to determine who is impacted by the proposed changes
- Demographics of those who use each fare type were compared: minority and low-income
- Differences greater than 5% between minority and non-minority, and low-income and not low-income require further examination and consideration

Background of Proposed Changes

- UTA is starting the final phases of implementation for the new fare collection system. Fare changes are being proposed to support the roll out of this project and help achieve the vision of an integrated fare collection system.
- Ticket vending machine ticket options will be phased out and replaced by pre-paid, reloadable accounts beginning July 1, 2026.
- Proposed changes will impact paper tickets, monthly passes, and tickets sold on the mobile app.
- Other proposed fare changes will also be included as part of this change day.



Proposed & Final Fare Changes – 2026

Proposed Changes for 2026	Final Changes for 2026
Elimination of Paper Tickets on TVMs	TVMs will vend electronic FAREPAY Cards instead of paper tickets. First-time FAREPAY Card buyers will pay a fee on the card of \$3. The list of full and reduced fare tickets that would be replaced includes: One-way, Round trip, Upgrade ticket, Group pass, Day pass
Monthly Pass Changes	Monthly passes will be replaced by FAREPAY Cards. The monthly passes being eliminated include: <ul style="list-style-type: none"> • Reduced fare monthly stickers (RF, XRF) • Reduced fare monthly pass (R, XR) • Full fare monthly pass (A, X)
Changes to Reduced Fare Discounts	Reduced fare discounts will only be available for customers using electronic fare media. Reduced fare eligible riders who pay cash through the farebox will not be eligible for a discount and will need to pay full fare.
Elimination of the Reduced Fare Plastic ID Card	Reduced fare plastic ID cards will be phased out.
Discontinuation of Mobile Pass Tickets	Multiple passes are anticipated to be eliminated from the mobile app in the future, although the timeline is still to be determined.



Proposed Fare Changes: Findings

- **1 finding identified:** Discontinuation of Paper Tickets on Ticket Vending Machines (TVMs)
- Disparate impact on minority populations
- Alternative considered:
 - Not discontinuing paper tickets on TVMs
- Justification to not pursue alternative:
 - Would not achieve UTA's goal of creating a fare structure that is simple and easy for riders to understand.
- Fares Team proposed mitigations:
 - Work with human service agencies along the route to promote Reduced Fare Program & Human Service Program
 - Coordinate with Communications/Marketing staff to implement a targeted marketing campaign for the route

Fares Team Mitigations

- **In Action:** Created and implementing a communications and outreach plan, with materials in English and Spanish, to keep customers well informed of the upcoming changes and make them aware of other payment options.
- **Upcoming:**
 - 1) With a geographic analysis, identify the locations of TVMs in high minority and low-income areas.
 - Conduct a phased implementation to mitigate impact upon high minority or high low-income.
 - Target four platforms in high minority and low-income areas and distribute free FAREPAY cards for at least two weeks before and after initial implementation period.
 - 2) Develop a plan to distribute a minimum of 200 free FAREPAY cards with zero balance before and after the initial implementation period
 - Efforts to reach the impacted populations and communicate the transition to FAREPAY cards.
 - Informational cards describing how to load funds onto the FAREPAY card would be included with distribution.

Public Engagement Approaches & Participation

- Public Comment: November 13, 2024 – January 1, 2025
- Public Meeting: November 20, 2024
- Communications plan
 - Social
 - Web
- Targeted outreach
 - Partners and stakeholders
 - CAC Meeting
 - Outreach events
- Official Comment: 221
- Engagement on Public Meeting: 43 registrations, 39 attendees
- Engagement in outreach efforts:
 - 12 Community Advisory Committee members
 - Hundreds of attendees at LHM Season of Service resource event
 - 2 community partners, serving key communities
 - 300+ contacts from community and municipalities were emailed
 - 20K+ mailers sent
 - Canvassing across all communities for key changes
- Media Report

Public Comment Fare System Themes

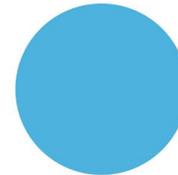
- Fare System and Payment Methods
- Improving Accessibility and Signage
- Community Engagement and Customer Service
- Public Engagement and Communication
- Concerns about Fare Changes and Accessibility for Fares
- Fare Structure
- Suggestions for Further Improvements
- Concerns about financial impacts on riders
- Communication and accessibility of information
- Community Considerations

Recommended Action (by roll call)

Motion to approve R2026-02-02
Resolution Approving the Title VI Fare Collection System Equity Analysis, as presented.



R2026-02-03 - Ratifying the Final Compensation Structure for District Officers and Administration Employees for the Year 2025



Mid-Year Job Placement

- R2025-02-03 authorized the Executive Director and the Chief People Officer to place additional jobs in the structure under the following parameters:
 - Addition of a new job that has been authorized by the Board in an approved budget
 - Adjustment of an existing job that has changed more than 50% per Corporate Policy 6.7.2.1
 - Adjustment of an existing job as part of an audit review or as a result of a manager's request to review or appeal under UTA Policy UTA.05.04
- The same methodology used in development of the annual compensation structure was applied to any adjustment completed.



Summary of Structure Updates in 2025

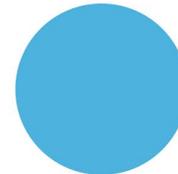
- Eight jobs were re-evaluated.
- Twenty-three jobs were repurposed to reflect changing agency needs.
- Six jobs were added headcount, approved by the Board of Trustees through the annual budget process or a technical budget adjustment.



Recommended Action (by roll call)

Motion to approve R2026-02-03

Ratifying the Final Compensation Structure for District Officers and Administration Employees for the Year 2025, as presented.



R2026-02-04 - Setting Compensation for District Officers & Administration Employees and Establishing Parameters to Make Changes to the Structure for the Year 2026



Salary Structure Updates

- The attached salary structure grew by 2% for 2026 based off the current salary budget survey results, effective January 4, 2026.
- This growth helps UTA stay competitive within the current labor market.
- A number of positions will receive pay lane minimum adjustments based off the adjustment to the salary structure.



Mid-Year Job Placements

- This resolution allows the Executive Director and the Chief People Officer to place additional jobs in the structure under the following parameters:
 - Addition of a new job that has been authorized by the Board in an approved budget
 - Adjustment of an existing job that has changed more than 50% per Corporate Policy 6.7.2.1
 - Adjustment of an existing job as part of an audit review or as a result of a manager's request to review or appeal under UTA Policy UTA.05.04
- The same methodology used in development of the annual compensation structure will be applied to any adjustment listed above.
- The Chief People Officer will provide the Board a quarterly report summarizing adjustments that occurred under the parameters of the resolution.
- The Board will be presented with a resolution in January 2027 to ratify the adjustments made in 2026 as presented in the quarterly reports.



Recommended Action (by roll call)

Motion to approve R2026-02-04

Setting Compensation for District Officers & Administration Employees and Establishing Parameters to Make Changes to the Structure for the Year 2026, as presented.



R2026-02-05 - Resolution Accepting the Conveyance of Real Property Interests Associated with the Sharp/Tintic Connection Project



Sharp/Tintic Connection Project Overview

- UDOT, in coordination with UTA, is working to connect Union Pacific Railroad's Sharp and Tintic Lines in Springville and Spanish Fork.
- This connection will improve safety and mobility by permanently closing seven at-grade railroad crossings along the existing Tintic Line.
 - The new track will be UTA-owned and UPRR-operated.
 - Allows FrontRunner to be extended to Payson in the future.
 - The project is currently in design.



Questions?



Recommended Action (by roll call)

Motion to approve R2026-02-05
Resolution Accepting the Conveyance of Real Property Interests Associated with the
Sharp/Tintic Connection Project, as presented.



CONTRACTS, DISBURSEMENTS, AND GRANTS



UTA Moves 2055

Long Range Transit Plan (LRTP)

2027-2055



UTA is updating the 30-year LRTP

- UTA Moves 2050 was adopted in 2024
- UTA Moves 2055 will be ready to be adopted in mid-2027
 - Updated in alignment with Mountainland Association of Governments (MAG) and Wasatch Front Regional Council (WFRC) Regional Transportation Plan (RTP) updates

Primary Goals of the LRTP

- Understand and plan for the needs of the communities UTA serves
- Identify transit system needs and priorities
- Update the 30-year vision for transit in the region
- Identify costs, funding opportunities, and strategies to implement the vision
- Formalize a process for advancing projects and service as they move from the LRTP through existing UTA plans to implementation



L RTP Goals Tied to UTA Strategic Plan Goals



**Moving
Utahns to a
Better Quality
of Life**



**Exceeding
Customer
Expectations**



**Achieving
Organizational
Excellence**



**Building
Community
Support**



**Generating
Critical
Economic
Return**

L RTP: Updated, Improved, and Expanded

- Updates:

- Cost, phasing, and prioritization

- Local and regional networks
 - Corridor preservation

- Improvements and Expansions:

- Additional agency needs beyond projects and service
 - Additional financial scenario analysis
 - Unified Transportation Plan Financial Model
 - Cost Benefit and Cost Efficiency Analysis (Utah State Bill 174)
 - Formalized replication process and schedule for future LRTP updates

PLAN PROCESSES

LONG-RANGE TRANSIT PLAN (UTA MOVES)

A long-term vision that spans 30 years into the future.

LEGEND

BOT/ET Touchpoints

Internal Processes

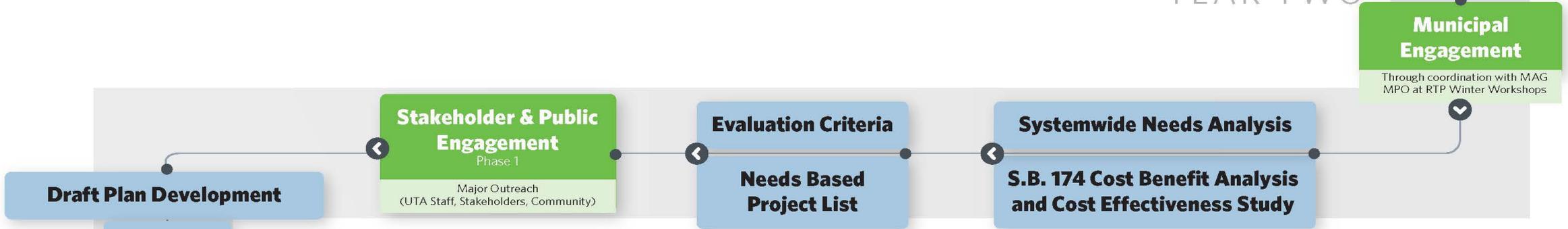
Engagement

Milestones

YEAR ONE



YEAR TWO



YEAR THREE



FINISH

Consultant Team

ParametriX

Lead Consultant



Sub-Consultants

Budget: \$699,921.00

Schedule: 15 months



Questions & Discussion



<https://rideUTA.com/LRTP>

LRTP@rideuta.com

Contract: UTA Moves 2055 - Long Range Transit Plan Consulting Services (Parametrix Consulting, Inc.)

Recommended Action (by acclamation)

Motion to approve the contract with Parametrix Consulting, Inc. for UTA Moves 2055 - Long Range Transit Plan Consulting Services, as presented.



Contract: Bi-Level Seating Reupholstery (Sedia Inc.)

Recommended Action (by acclamation)

Motion to approve the contract with Sedia Inc. for Bi-Level Seating Reupholstery, as presented.



Contract: Meadowbrook Battery Electric Bus Charger Design-Build (Winn-Marion Companies)

Recommended Action (by acclamation)

Motion to approve the contract with Winn-Marion Companies for Meadowbrook Battery Electric Bus Charger Design-Build, as presented.



Change Order: Secondary Data Site Change Order 1 - Power Distribution Unit Hardware Upgrade and Annual Maintenance (Tonaquint Data Centers, LLC dba ValorC3 Data Centers)

Recommended Action (by acclamation)

Motion to approve Change Order 1 with Tonaquint Data Centers, LLC dba ValorC3 Data Centers for Power Distribution Unit Hardware Upgrade and Annual Maintenance, as presented.



SERVICE AND FARE APPROVALS



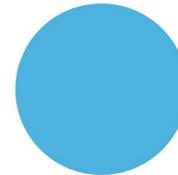
Fare Agreement: Special Events Agreement (The Church of Jesus Christ of Latter-Day Saints)

Recommended Action (by acclamation)

Motion to approve the Special Events Agreement with The Church of Jesus Christ of Latter-Day Saints, as presented.



DISCUSSION ITEMS



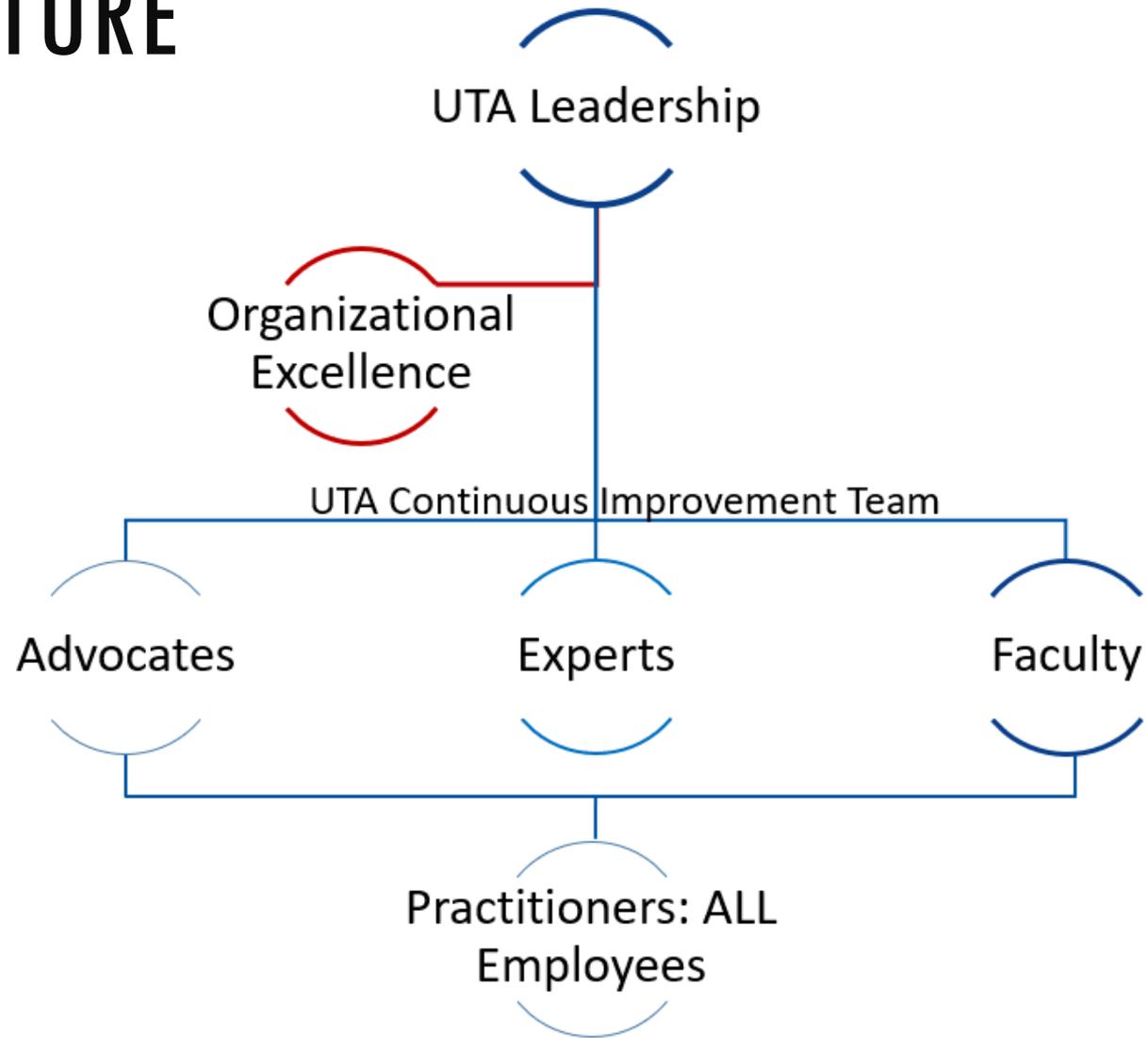
2025 Continuous Improvement Team Highlights



WHO WE ARE

The Continuous Improvement Team is a go-to **resource** to deepen understanding of the UTA Way. We offer **learning** opportunities, skill development, and project support, and we **empower** employees to deliver **quality** results that **improve** our customers' experience and make UTA a great place to work.

OUR STRUCTURE



2025 CI TEAM DEMOGRAPHICS

60 Team Members in 2025

22 Departments represented

5 members have promoted or taken on a new role in 2025

3 members promoted externally

4 CORE GOALS OF UTA'S CI TEAM

LEARN

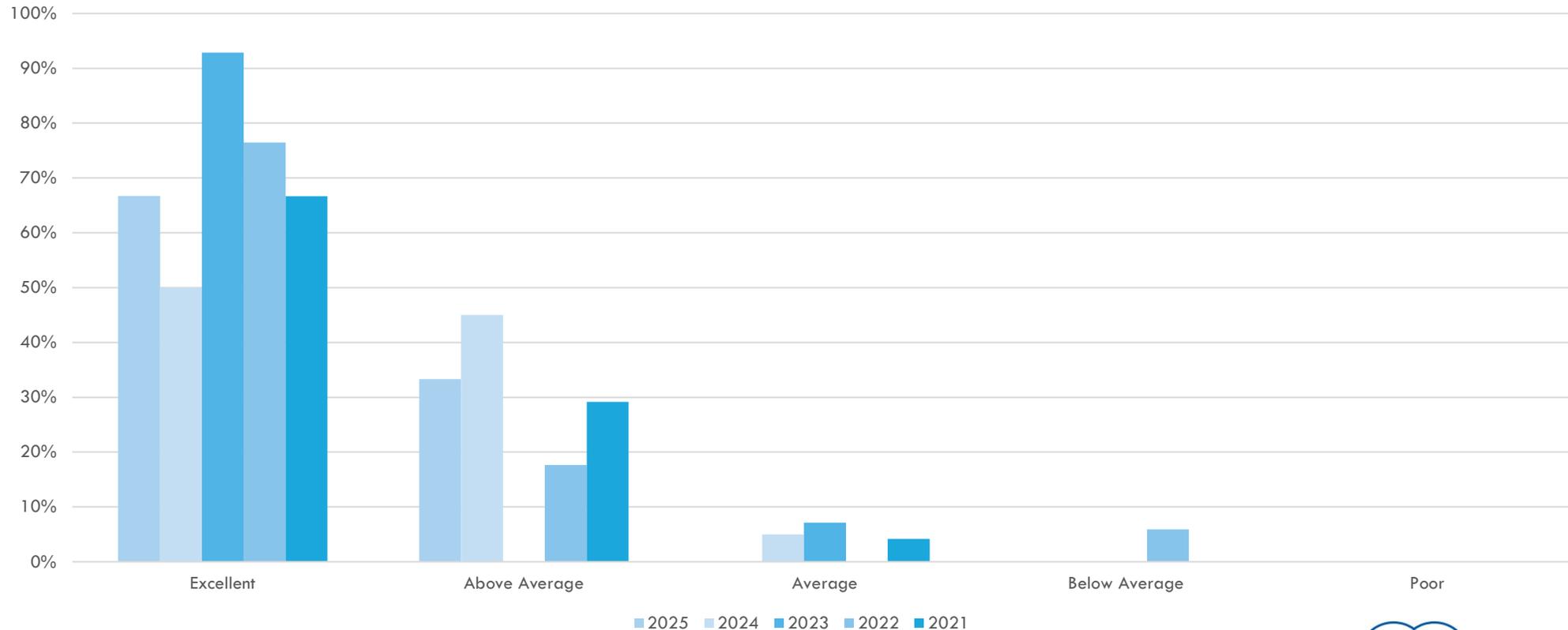
APPLY

SUPPORT

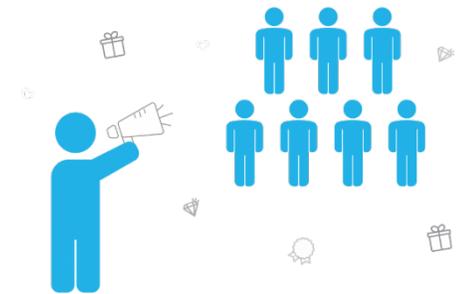
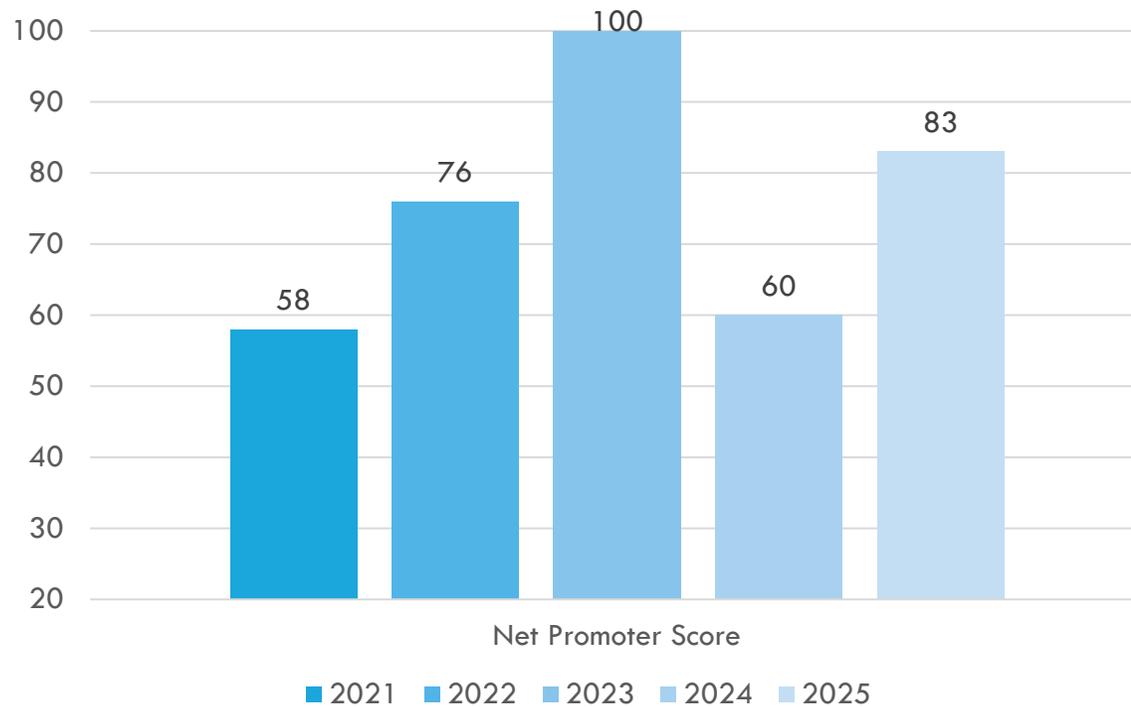
COACH & MENTOR



VALUE OF PARTICIPATING ON THE TEAM

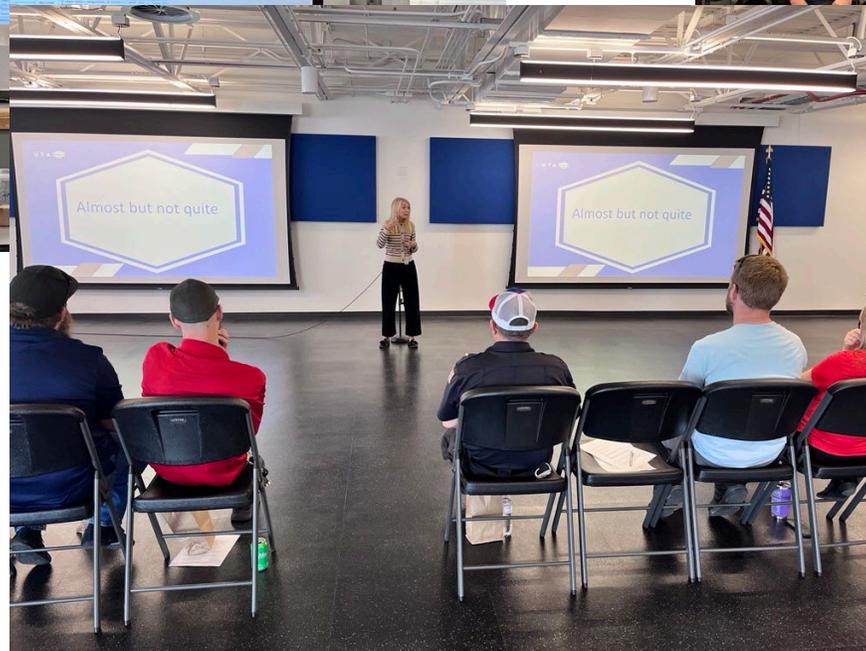
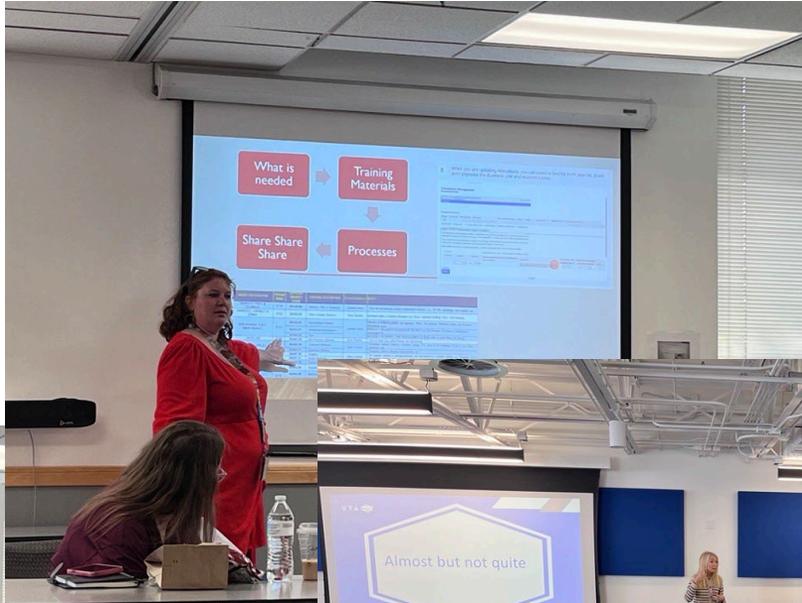


NET PROMOTER SCORE



SNACK & SHARES - LEARNING FROM OTHERS

Informal
Sharing
Practicing
Tools



LEARNING FROM OTHERS

Internal – Travel Trainers

Internal – Total Rewards

What We Do

- Paid Time Off**
 - Vacation
 - Based on position
 - Increases with years of service
 - Personal/Sick Days
 - Holidays
- Retirement**
 - Pension
 - Vested after 5 years
 - 457 Deferred Compensation
 - UTA contributes \$2,000 for every \$3,000 employee contributes up to 2% of gross salary max a year
 - Retiree Medical Account
 - Plan to help pay for medical expenses after retirement
- Other**
 - Education assistance
 - Free transit passes
 - Dependent Day Care Assistance

with the



UTA
Continuous Improvement

UTA TOTAL REWARDS
JD TAZOI



LEARNING FROM OTHERS

External Site Tours





CI TEAM CERTIFICATIONS

- **17** people achieved their Advocate Certification
 - 10 people actively pursuing
- **10** people achieved their Expert Certification
 - 1 person actively pursuing
- **4** people achieved their Faculty Certification
 - 4 people maintained Faculty certification



ADVOCATE CERTIFICATION

Arthur “Jason” Ball

Lyndi Belnap

Austin Colley

Jace Dalton

Elizabeth Davis

Christie Giles

Jack King

Rachana Kotha

Emma Leonard

Oliver Long

Andrew Lucia

Maria Rodriguez
de la Mora

Miranda Rogers

Shawn Roush

Christian Shelley

Pat Smith

Rebecca Wilson

*Rasaki Adisa

*Tom Allen

*Wendy Case

*Daniel Chipping

*Alfred Corona

*Shannon Henson

*Christopher Silva

*Eugene Tukumoatu

*Lamar Whitehorse

*Joshua Woodland

- “Learning the tools and concepts and applying what I learned to real world situations” – Member of Advocate



EXPERT CERTIFICATION

R. Wes Brown

Jacob Orton

Suzi Campbell

Eddie Plenty

Raluca “Luca” Harry

Susan Scadden

Sione Lavulavu

Sarah Simpson

Emma Leonard

Riley Williams

*Keith Fraissinet

- “I loved the open house activity. It's one of my favorite parts of the program. I also enjoyed the share-outs and seeing how everyone else was implementing the principles.” – Member of Expert



FACULTY CERTIFICATION

Derek Kuraitis

James Larson

Emma Leonard

Sarah Mecham

* Stacey Adamson

* Denny Guymon

* Alisha Garrett

* Tyler Cunningham

* Eric Callison

* Susan Scadden

- “Curriculum updates to CI classes, Snack & Shares to learn from each other and network, and internal and external Site Tours to learn what other Teams/Depts/Companies are utilizing CI.”
– Member of Faculty

Agenda Item 10. a.

* Continuing Support



CI MEET & GREET



CI MEET & GREET





CI TEAM PROJECT HIGHLIGHTS

Team Members have been busy all year helping make improvements to their work, their teams' work and finding better ways of serving our customers.

A Few Fun Results:

- 34 CI Program projects completed
 - 115 Process Maps created
 - 74 Standard Work documents developed
 - 55 Gembas completed
 - 22,596 hours saved
 - \$317,338.94 dollars saved
 - 231 lbs lost in TRAX operations
 - 58 sick days reduced
 - And so much more!!!
- “The tools that were taught in the CI classes are great. The best part of the team for me was to see how others applied the tools to their projects and also how they were applied in various work areas that we toured in our Gembas.”
– Member of Expert

FAVORITE PART OF BEING ON THE TEAM



PARTING WORDS FROM THE CI TEAM

“The overall concept of continuously evaluating and improving our work. Sometimes the **most impactful** of changes can come from making one **small adjustment**. Keeping that mindset at the forefront of your mind allows for **creativity** and **evolution**.”

“This is what fosters culture and more importantly **lasting cultural paradigm shifts**.”



* Please note not all team members are featured

UTA 



Org Excellence TEAM

Problem

- No standard work due to changes in leadership, team members and processes over 3 years

Solution

- Developing **Standard Work Documents**
- Creating **Process Maps**
- Improving Student **Customer Experience**

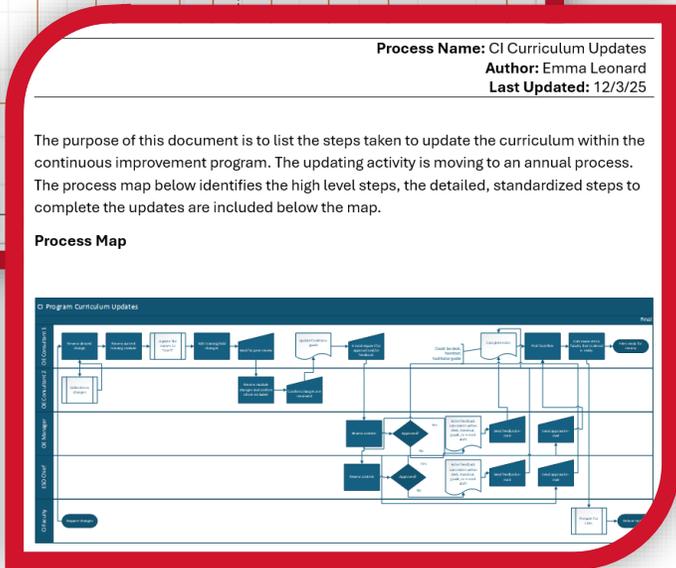
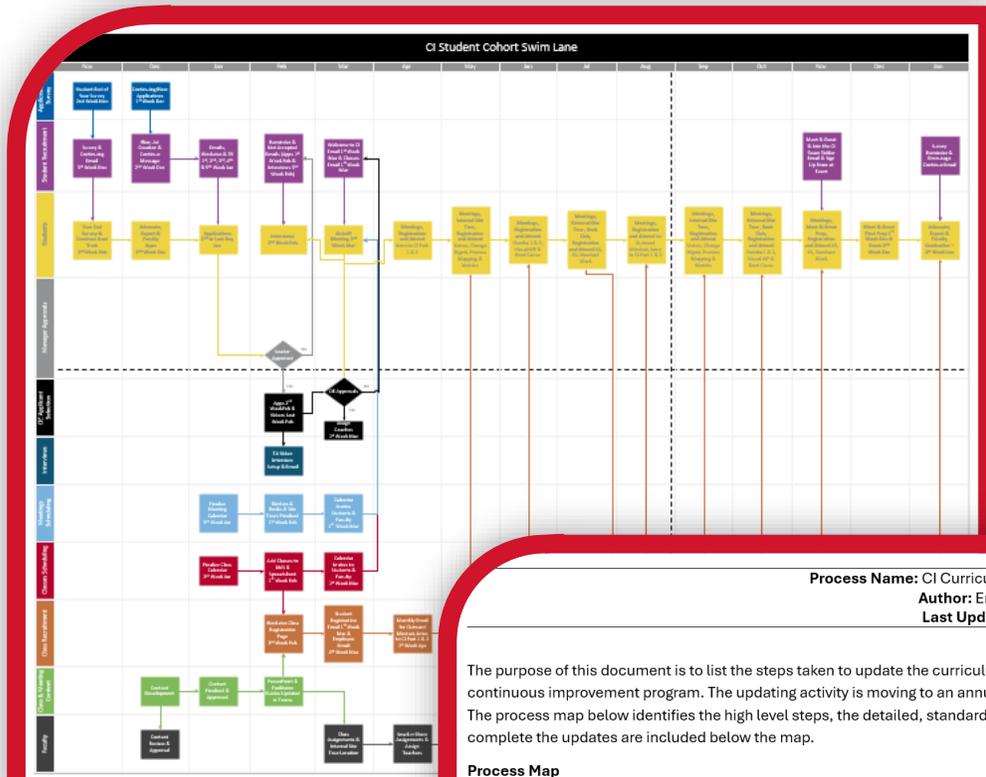
Results

80%

Efficiency in preparation

11

standard work docs



UTA Public Transportation Agency Safety Plan (PTASP) Update



2026 PTASP

Progress:

- Joint Labor Management Safety Committee (JLMSC)
 - Finalizing Committee Charter
 - Continued meetings to coordinate and discuss safety targets
- UDOT SSO conditional approval
 - Full review for regulatory compliance completed, pending approval from the JLMSC
- UTA's commitment to safety and compliance
 - 2026 PTASP regulatory requirements have been implemented
 - 2026 PTASP draft is available to all employees on SharePoint

OTHER BUSINESS

a. Next Meeting: March 11, 2026, at 9:00 a.m.



ADJOURN

