



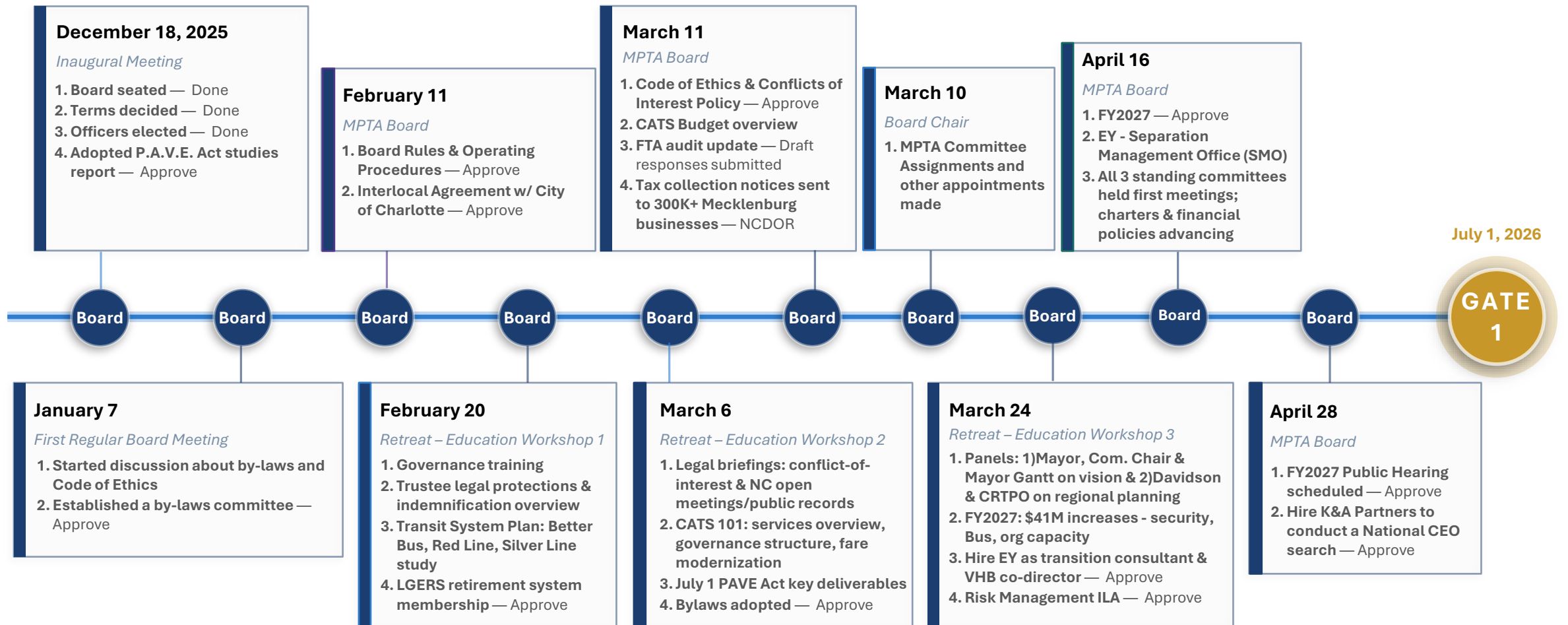
MPTA Update Presentation

*Transportation, Planning & Development
Committee Meeting – City of Charlotte*

June 1, 2026

First Steps: MPTA Foundation & Set-up

Foundational governance, policy, and organizational actions required to stand up the MPTA



MPTA Transition Team

MPTA Co-Directors

- Debra Campbell
- Carolyn Flowers
- Erna Perkins Jones

CATS



- Brent Cagle
- Elizabeth Presutti
- Chad Howell
- Kelly Goforth
- Brad Thomas
- Michael Nail
- Rachel Gragg
- Nicole Erdel

MPTA Board

Advisors



City of Charlotte



- Hannah Bromberger
- Liz Babson
- Shawn Heath
- Sheila Simpson
- Markell Storay
- Julia Martin
- Matt Hastedt
- Andrea Leslie-Fite

MPTA Overview

Overview

- **The newly established Metropolitan Public Transportation Authority (MPTA)** is charged with expanding and modernizing the region's transit infrastructure, improving connectivity, and increasing mobility options for residents and visitors across Mecklenburg County.
- **Responsible for** implementing the approved CATS 2055 Transit System Plan, including bus, rail, and Microtransit expansion and enhancements.
- **Led by a 27-member board** representing transit riders, small business owners, and experts in law, finance, engineering, and urban planning.
- **Committed to** transparency and accountability — ensuring investments deliver real results for the community.

Officers

David L. Howard, Chair
Frank Emory, Vice Chair
Christy Long, Secretary
Ned Curran, Treasurer

Executive Committee (EC)

Chair - David Howard
Vice - Frank Emory

- Christy Long
- Ned Curran
- Julie Eiselt
- Alysia Davis Steadman
- Mike Bryant

Finance & Audit Committee (FAC)

Chair - Ned Curran
Vice - Justin Harlow

- Charles Bowman
- Todd Collins
- Corine Mack
- Peter Pappas
- Matthew Walt

Operations & Safety Committee (OSC)

Chair - Julie Eiselt
Vice - David Longo

- Michael Bryant
- Anthony Lindsey
- Christy Long
- Cameron Pruette
- Ken Schorr
- Mayor Brad Simmons
- Bishop Dwayne Walker

Planning & Capital Project Delivery Committee (PCPD)

Chair - Alysia Davis Steadman
Vice - Dana Stoogenke

- Wyatt Dixon
- Lucia Zapata Griffin
- Katrina Jones
- Bob Menzel
- Jocelyn Jones-Nolley
- Jeffrey Robbins
- Clayton Sealey

PAVE Act: Authority and Requirements

The Act

- Establishes a dedicated regional transit authority (MPTA) to centralize governance, planning, and delivery of major roadway and transit investments in Mecklenburg County.
- Enables a voter-approved local funding stream by authorizing a countywide 1% sales tax referendum dedicated exclusively to transportation infrastructure.
- Locks in multimodal investment discipline through statutory allocation of revenues across roads and public transportation, limiting reallocation risk over time.
- Imposes enhanced accountability and oversight through state audit authority and compliance checks on the use of tax proceeds for prioritized transportation projects.

... and requires:

Requires upfront feasibility, financial, and governance studies to ensure implementation decisions are legally sound, fiscally sustainable, and operationally viable before full execution.

Section 6.2 Studies

Should we proceed, and under what structure?

Legal and financial considerations for:

1. Transfer and Use of Assets
2. Outstanding debt obligations of CATS
3. Agreements signed by the City and CATS with federal, state and local agencies
4. Transfer of human resources including esp. benefits
5. Feasibility and advisability of transferring assets, liabilities and operations

Due by January 1, 2026

Completed

Section 6.4 Studies

How do we implement, govern, and operate this successfully?

1. Adopt Authority Bylaws
2. Board Governance & Ethics Policies
3. Human Resources Plan
4. Financial Policies
5. Operational Policies
6. Information Technology (IT) Plan
7. Asset Acquisition Plan
8. FTA and Agency Approvals
9. 1999 Interlocal Agreement Amendments
10. Third-Party Contract Assignments
11. Silver Line East Value Engineering

Due by July 1, 2026 (Gate 1)

In process

Status of PAVE Act Requirements

#	PAVE Act Study / Deliverable	Functional Team	Governing Committee	Status	Comments
1	 Adopt Authority Bylaws (complete)	Legal	Executive	Complete	<ul style="list-style-type: none"> Complete
2	 Board Governance & Ethics Policies	Legal	Executive	Complete	<ul style="list-style-type: none"> Complete
3	 Human Resources Plan	Human Resources (HR)	Executive	In Progress	<ul style="list-style-type: none"> Review in progress LGERS Board action complete
4	 Financial Policies	Finance: Operational	Finance & Audit	Complete	<ul style="list-style-type: none"> Fin and Procurement Policies approved
5	 Operational Policies	Operations	Operations & Safety	In Progress	<ul style="list-style-type: none"> Policies in process with MPTA Committees
6	 Information Technology (IT) Plan	Information Technology (IT)	Operations & Safety, Executive	In Progress	<ul style="list-style-type: none"> Initial draft developed Undergoing Committee and Board review process starting June 10
7	 Asset Acquisition Plan	Finance: Capital	Finance & Audit	In Progress	<ul style="list-style-type: none"> Plan overview included in Primary ILA Undergoing Committee and Board review process starting June 3
8	 FTA and Agency Approvals	Finance: Grants & Federal Compliance	Finance & Audit	In Progress	<ul style="list-style-type: none"> Workplan for approvals drafted Document review in progress.
9	 Primary Interlocal Agreement	Legal	Executive	In Progress	<ul style="list-style-type: none"> Final draft under coordinated review with MPTA and The City
10	 Third-Party Contract Assignments	Procurement	Finance & Audit, Legal	In Progress	<ul style="list-style-type: none"> Inventory of contracts in progress Contract inventory and approach memo nearing completion Undergoing Committee and Board review process starting June 3
11	 Silver Line East Value Engineering	Development	Planning & Capital Project Delivery	In Progress	<ul style="list-style-type: none"> Report approved by Exec Committee Board approval pending.
12	 Requirements of Section 6.5(1) - 6.5(7)	Finance: Operational; Legal	Finance & Audit	In Progress	<ul style="list-style-type: none"> Plan overview included in Primary ILA Undergoing Committee and Board review process starting June 3

Critical Path to MPTA Stand-Up and Full Transition

Bridge activation + Statutory readiness

In addition to meeting the PAVE Act, Gate 1 activities are about answering – Can we legally and operationally launch?

Employee & system cutover

Gate 2 activities are about answering – Can we cut over people and systems?

Full separation + stabilization

Gate 3 activities are about answering – Can we fully separate and stabilize?



Gate 1 (July 1, 2026)

- Primary Interlocal Agreement approved and embedded with HR / IT / Finance / Procurement bridge scopes**
- HR Gate 1 decisions completed:** employer of record, benefits strategy, provider approach, HRIS scope, employee data baseline, HR plan submission
- Finance readiness completed:** budget/policy actions, finance operating model, depository/NCDOR/NCCMT account setup, Section 6.5-related setup
- Procurement continuity completed:** inventory, assignability treatment, vendor comms, interim procurement model live
- Agency / grant pathway advanced:** FTA/NCDOT/other documentation and ILA-related reviews submitted
- All 12 PAVE Act deliverables routed through the required Committee / Board / Council path and included in the final packet to NC General Assembly**



Gate 2 (January 1, 2027)

- Gate 2 operating models finalized** for HR, IT, Finance, and Procurement, including what remains City-supported through January 1
- Workday / ERP configuration, testing, and readiness** across HR, Finance, IT, and Procurement
- HR cutover readiness:** benefits enrollment, employee transfer execution, first payroll cycles
- IT bridge-to-standalone readiness:** Interlocal-supported operations through year-end, cybersecurity testing, cutover readiness
- Finance cutover and stabilization:** financial testing, Workday financial cutover, first close as independent authority
- Procurement enablement:** supplier portal / sourcing capability at January 1
- Agency / designated recipient continuation items** through fall / year-end



Gate 3 (July 1, 2027)

- IT fully exits Interlocal dependence** and completes separation from City systems and infrastructure
- Procurement transitions to full MPTA ownership:** contract routing, approvals, and vendor management fully internalized
- Finance transitions from cutover to steady-state:** first full fiscal year launched with stable close, controls, and treasury operations.
- Asset acquisition, debt transfer, and capital ownership structures implemented** per ILA and supporting memos
- Agency and funding relationships fully operationalized under MPTA** (designated recipient status, systems access, compliance processes sustained)
- Interim operating models and interlocal dependencies unwound** across HR, IT, Finance, and Procurement
- Post-cutover stabilization completed:** systems, processes, and governance operating without City support

Functional Update Example: Human Resources

Milestones	Deadline	Owner	Status
Prior to July 1, 2026 / Gate 1			
LGERS Board action on MPTA application	April 30, 2026	SMO	Complete
Approval around Board reporting role	May 2026	HR Leads / SMO	On Track
Confirm Jan 1 “Employer of Record” model	May 2026	HR Leads / SMO	Complete
Develop draft op models (Gates 1, 2, and 3)	May 2026	HR Leads / SMO	Complete
Define benefits approach + transition plan	May 2026	HR Leads / SMO	Delayed
Select benefits provider / broker approach	May 2026	HR Leads / SMO	On Track
Approve benefits plan designs	June 2026	HR Leads / SMO	On Track
Confirm HRIS configuration scope	June 2026	HR / SMO / AVAAP	On Track
Deliver draft personnel policies & procedures	June 2026	HR Leads / EDSI	On Track
Align on change and comms strategy and timing	June 2026	HR Leads / SMO	On Track
Finalize employee census + validate baseline comp / benefits dataset	June 2026	HR leads	On Track
Submit HR plan components (PAVE Act)	7/1/26 (Gate 1)	HR Leads	On Track
Finalize HR services for City-MPTA ILA	7/1/26 (Gate 1)	Legal	On Track
Enable HR interlocal agreement to support operations until Jan 1	7/1/26 (Gate 1)	HR Leads / Legal	On Track
After July 1, 2026			
Configure & unit test Workday benefits and payroll	TBD	HR / IT / AVAAP	On Track
Complete HR readiness + integrated testing	TBD	HR / IT / AVAAP	On Track
Execute employee transfer and benefits enrollment	TBD	HR / AVAAP	On Track
Successfully run first payroll cycle(s)	TBD	HR / Payroll	On Track

Status: ● On Track ● Delayed ● At Risk ● Complete

Updates for Discussion

- Benefits:
 - Provided data to NCHIP (claims, prescriptions, etc.); Confirmed 5/20 not accepted
 - Parallel path: WTW providing quotes from Carriers; local insurance plan contingency
 - WTW working on quotes for coverage through BCBS and Cigna
- OSV Demo complete; Next steps: Procurement through Omnia; integration with AVAAP
- EDSI finalizing policies for HR Plan (PAVE Act)

Decisions Required

- Employer / System of Record on Jan 1** → Current assumption is MPTA
- Benefits provider strategy** (RFP vs broker workaround; leverage City plans for 2027?)
- Benefits enrollment model:** Workday vs third-party (interim + future)
- Payroll cutover & sequencing:** vendor (OSV) approach and timing (Dependency: Finance)
- Pre-Jan 1 employee transfers (targeted):** Feasibility of transferring select roles (e.g., Finance officer) after July 1; statutory / payment authorization implications
- Plan for retirees:** process for retirement eligible employees (sub-agreement needed)

Immediate Next Steps

- Confirm broker / provider / benefits design decisions conversations (City + MPTA options)
- Workday status discussion with HR / IT / AVAAP / EY (scheduled for 5/28)
 - Define “**must have**” benefits, etc. **decisions required for Workday unit testing;** Lock HRIS decision calendar tied to June / July unit testing
- Stand up issue triage + closure tracking (aligned to HR critical path)

Risks and Mitigation	Date
<ul style="list-style-type: none"> Benefits decision delays (HRIS & payroll risk) <i>Mitigation:</i> Align on Benefits provider strategy; Aligning with AVAAP on contingency planning 	5/15
<ul style="list-style-type: none"> Employee impact from late or mid-year plan changes <i>Mitigation:</i> Formalize Jan 1 Employer of Record and contingency approach early 	7/1
<ul style="list-style-type: none"> Misalignment between benefits design and Workday configuration <i>Mitigation:</i> Gate benefits plan designs approved prior to unit testing 	7/24






Next Steps: MPTA Approval Runway

Critical Path to July 1 PAVE Act · Approvals Required before July 1, 2026



All 12 PAVE Act requirements expected to be documented in packet submitted to NC General Assembly by June 22, 2026.

MPTA Community Highlights

Topic	Discussion points
 <p>Direct Community Engagement & Outreach</p>	<ul style="list-style-type: none"> • MPTA/CATS actively engaging residents through Silver Line community meetings and outreach campaign, including virtual sessions and neighborhood meetings across Charlotte • Hosted a Silver Line pop-up event at Charlotte Transit Center, enabling direct interaction with riders on station plans and transit-oriented development • Launched multi-channel social media campaign to drive awareness and participation in transit planning efforts • Conducting public travel training sessions to help residents better navigate and utilize the transit system
 <p>Community Events & Public Education</p>	<ul style="list-style-type: none"> • Hosted first-ever Rail Safety and Security Fair, providing hands-on education, demonstrations, and direct engagement with transit staff • Participated in community tabling events (Garibaldi Festival, Earth Day activations) to promote transit usage and environmental benefits • Organized Transit Talks speaker series (featuring Anthony Foxx) to educate and connect the public on future transit investments. • Hosted / participated in community conversations with residents around transportation challenges (including special transportation services)
 <p>Equity, Accessibility & Customer Experience</p>	<ul style="list-style-type: none"> • Expanding Microtransit and special transportation services (STS) to better serve mobility-constrained populations; demand up ~48% year-over-year • Partnering with a supplemental provider (A1) to increase accessible transportation capacity for elderly and mobility-impaired residents • Advancing fare modernization program to simplify payments, expand reduced-fare eligibility, and improve accessibility for riders
 <p>Ridership Growth & Public Incentives</p>	<ul style="list-style-type: none"> • Implemented fare-free Earth Day initiative to encourage trial and expand ridership among non-users • Offered Bike Month incentives (“Rack and Ride”) with complimentary transit rides, promoting multimodal commuting and sustainability • Launching Transit Pass Design Contest to engage local residents and artists, with winning designs featured system-wide
 <p>Regional / External Advocacy</p>	<ul style="list-style-type: none"> • Engaged federal delegation at APTA Legislative Conference to advocate for regional transit priorities and funding



Q&A

MPTA Committee Board Process

Critical Path to July 1 PAVE Act

May 2026

Monday	Tuesday	Wednesday	Thursday	Friday
4	5 F&A 1 PM	6 Exec Committee 11 AM	7	8
11 City Council 5 PM	12 F&A 8:30 AM	13 OSC 1 PM PCPD 3 PM Board 6 PM	14	15
18	19 F&A 8:30 AM	20 Exec Committee 12 PM	21	22
25	26	27 OSC 9 AM EC 12 PM	28	29

June 2026

1	2	3 F&A 1 PM PCPD 3 PM	4 Exec Committee 12 PM	5
8	9	10 PCPD 3 PM Board 6 PM	11	12
15	16	17	18	19
22 City Council 5:30 PM	23	24 PCPD 3 PM EC 12 PM	25	26
29	30	1 Gate 1	2	3

Committee	Date	Time
MPTA Board	May 13, 2026	6 PM
MPTA Board	June 10, 2026	6 PM
City Council	May 11, 2026	5 PM
City Council	June 22, 2026	5:30 PM
Executive Committee	May 6, 2026	11 AM
Executive Committee	May 20, 2026	12 PM
Executive Committee	May 27, 2026	12 PM
Executive Committee	June 4, 2026	12 PM
Executive Committee	June 24, 2026	12 PM
F&A Committee	May 5, 2026	1 PM
F&A Committee	May 12, 2026	8:30 AM
F&A Committee	May 19, 2026	8:30 AM
F&A Committee	June 3, 2026	1 PM
OSC Committee	May 13, 2026	1 PM
OSC Committee	May 27, 2026	9 AM
PCPD Committee	May 13, 2026	3 PM
PCPD Committee	June 3, 2026	3 PM
PCPD Committee	June 10, 2026	3 PM
PCPD Committee	June 24, 2026	3 PM

- F&A Committee
- OSC Committee
- Executive Committee
- PCPD Committee
- MPTA Board
- Recommended Meeting
- City Council
- Gate 1 Deadline

MPTA Board Agendas








Critical Path to July 1 PAVE Act

May 2026

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June 2026

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22	23	24	25	26
29	30	1	2	3

 F&A Committee	 OSC Committee
 Executive Committee	 PCPD Committee
 MPTA Board	 Recommended Meeting
 City Council	

Date	Time	#	Agenda Item(s)	Purpose	Next Step
May 13	6 PM	1	Financial Policies	• Approve	1. Included in PAVE Act Packet for General Assembly
		2	Procurement Policies		
June 10	6 PM	1	Primary Interlocal Agreement	• Approve	1. City council approval 2. Included in PAVE Act Packet for General Assembly
		2	Asset Acquisition Plan (part of PILA)		
		3	Section 6.5 Requirements (part of PILA)		
		4	Human Resources Plan	• Inform	1. Note as 'Received and Filed' 2. Included in PAVE Act Packet for General Assembly
		5	Information Technology Plan		
		6	Silver Line East Value Engineering		
		7	<ul style="list-style-type: none"> Operational policies: <ul style="list-style-type: none"> Fares Policy Transit Rules & Regulations Travel Markets Transit Service Advertising & Sponsorship Resolution for Interim Operating Policies* 		
		8	EEO/DBE Policy		
		9	Third Party Contracts	• Inform	1. Note as 'Received and Filed' 2. Included in PAVE Act Packet for General Assembly
		10	FTA and Agency Approvals		
June 24	TBD	1	TBD		

*Resolutions for Interim Operating Policies to consist of Business Continuity, System Operation, and System & Asset Maintenance policies

Note: All PAVE Requirements officially documented in Packet to General Assembly on June 22

Executive Committee Agendas

DRAFT – FOR DISCUSSION








Critical Path to July 1 PAVE Act

May 2026

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June 2026

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22	23	24	25	26
29	30	1	2	3

 F&A Committee	 OSC Committee
 Executive Committee	 PCPD Committee
 MPTA Board	 Recommended Meeting
 City Council	

Date	Time	#	Agenda Item(s)	Purpose	Next Step
May 6	11 AM	1	Procurement Policies	Approve	Board Approval
		2	Primary Interlocal Agreement	Discuss	1. City council discussion 2. F&A committee presentation
		3	Human Resource Plan	Discuss	MPTA SMO Approval
May 20	12 PM	1	Human Resource Plan	Inform	Note as 'Received and Filed'
		2	Silver Line East Value Engineering	Inform	1. Note as 'Received and Filed' 2. Board Approval
May 27	12 PM	1	Primary ILA	Present for approval and recommendation to Board	Board Approval then City Council Approval
		2	Asset Acquisition Plan (part of PILA)		
		3	Section 6.5 Requirements (part of PILA)		
		4	<ul style="list-style-type: none"> Review Resolution Interim Operating Policies* Operational Policies: <ul style="list-style-type: none"> Transit Rules & Regulations 	Approve	Board Approval
		5	Information Technology Plan	Inform	1. Note as 'Received and Filed' 2. Board Approval
June 4	12 PM	1	FTA and Agency Approvals	Inform	1. Note as 'Received and Filed' 2. Board Approval
		2	Third-Party Contracts	Inform	
		3	Operational Policies: <ul style="list-style-type: none"> Fares Policy Travel Markets Transit Service Advertising & Sponsorships 	Approve	Board Approval
		4	EEO/DBE Policy	Approve	Board Approval
June 24	12 PM	1	Final review of packet containing checklist of all 12 PAVE Reqs before submission to General Assembly	Finalize	Send to General Assembly to satisfy PAVE Act

*Resolutions for Interim Operating Policies to consist of Business Continuity, System Operation, and System & Asset Maintenance policies
 Note: All PAVE Requirements officially documented in Packet to General Assembly on June 22

F&A Committee Agendas








Critical Path to July 1 PAVE Act

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June 2026

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15	16	17	18	19
22	23	24	25	26
29	30	1	2	3

	F&A Committee		OSC Committee
	Executive Committee		PCPD Committee
	MPTA Board		Recommended Meeting
	City Council		

Date	Time	#	Agenda Item(s)	Purpose	Next Step
5-May	1 PM	1	Procurement Policies	Approve	EC Approval
		2	Operating Policies: • Advertising & Sponsorships	Review	F&A Approval then EC Approval
12-May	8:30 AM	1	Primary ILA	Present for approval and recommendation to the Executive Committee	<ul style="list-style-type: none"> • Inform PCPD and OSC • EC presentation and approval
		2	Asset Acquisition Plan (part of PILA)		
		3	Section 6.5 Requirements (part of PILA)		
19-May	8:30 AM	1	Operational Policies: • Fares policy • Advertising & Sponsorships	Approve	EC Approval then Board Approval
3-June	1 PM	1	Third Party Contracts	Inform	<ol style="list-style-type: none"> 1. Note as 'Received and Filed' 2. Inform EC
		2	FTA and Agency Approvals	Inform	<ul style="list-style-type: none"> • PCPD Approval
		3	EEO/DBE Policy	Approve	<ul style="list-style-type: none"> • EC Approval

Note: All PAVE Requirements officially documented in Packet to General Assembly on June 22

OSC Committee Agendas








Critical Path to July 1 PAVE Act

May 2026

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June 2026

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22	23	24	25	26
29	30	1	2	3

	F&A Committee		OSC Committee
	Executive Committee		PCPD Committee
	MPTA Board		Recommended Meeting
	City Council		

Date	Time	#	Agenda Item(s)	Purpose	Next Step
May 13	1 PM	1	<ul style="list-style-type: none"> Resolution Interim Operating Policies Operational policies: <ul style="list-style-type: none"> Transit Rules & Regulations Travel Markets Transit Service Advertising & Sponsorships 	Discuss	1. OSC Approval
		2	<ul style="list-style-type: none"> Primary ILA 	Inform	1. EC presentation and approval 2. Board approval
May 27	9 AM	1	<ul style="list-style-type: none"> Operational policies: <ul style="list-style-type: none"> Transit Rules & Regulations Travel Markets Transit Service Advertising & Sponsorships 	Approve	1. Note as 'Received and Filed' 2. Inform EC
		2	Information Technology Plan <i>(Note: WWT/CATS IT Leadership will have first draft of IT Plan for PAVE Act)</i>	Inform	1. Note as 'Received and Filed' 2. Inform EC
		3	Primary ILA	Inform	1. Note as 'Received and Filed' 2. EC Approval

PCPD Committee Agendas








Critical Path to July 1 PAVE Act

May 2026

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June 2026

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22	23	24	25	26
29	30	1	2	3

 F&A Committee	 OSC Committee
 Executive Committee	 PCPD Committee
 MPTA Board	 Recommended Meeting
 City Council	

Date	Time	#	Agenda Item(s)	Purpose	Next Step
13-May	3 PM	1	Primary ILA	Inform	EC Approval then Board Approval
		2	Silver Line Value Engineering Study	Inform	Note as 'Received and Filed' then inform EC
		3	Operational Policies: <ul style="list-style-type: none"> • Transit Service • Travel Markets 	Discuss	PCPD Approval then EC Approval
3-June	3 PM	1	FTA and Agency Approvals	Inform	Note as 'Received and Filed'; EC then Board update and 'Receive and File'
		2	Operational Policies <ul style="list-style-type: none"> • Transit Service • Travel Markets 	Approve	EC Approval then Board Approval
10-June	3 PM	1	See next steps	NA	All PAVE requirements should be satisfied at this time. At-risk or behind schedule items will be discussed at this meeting.
24-June	3 PM	1	See next steps	NA	All PAVE requirements should be satisfied at this time. At-risk or behind schedule items will be discussed at this meeting.

Note: All PAVE Requirements officially documented in Packet to General Assembly on June 22