

METRO RTA

Board Of Trustees

PRESIDENT: MR. MARK DERRIG
VICE PRESIDENT: MS. DANA LAGARDE



APRIL 28, 2026
9:00AM

**METRO RTA
MONTHLY BOARD MEETING AGENDA
ROBERT K. PFAFF TRANSIT CENTER BOARD ROOM
TUESDAY, APRIL 28, 2026
9:00 AM**

ITEM 1: CALL TO ORDER

ITEM 2: AUDIENCE PARTICPATION

The METRO RTA Board meets monthly, on the last Tuesday of the month, as stated within Resolution 2016-28, unless otherwise noted. Any individual or representative of a group may take three (3) minutes to address the Board on any given topic on the Board agenda. Individuals are required to appear in person and sign in at least five (5) minutes before the Board meeting begins.

METRO RTA welcomes, values and appreciates the varied opinions and comments from members of the public. To ensure that the meetings are respectful, peaceful and orderly, speakers are reminded to keep their comments respectful and appropriate for METRO RTA business. No personal attacks will be permitted. The President has the authority to rule remarks out of order and remove individuals from the meeting.

ITEM 3: RECOGNITION | DeHavilland McCall

- Kayto Floyd, 20 Years of Safe Driving

ITEM 4: BOARD MINUTES

*Approval of Board Meeting Minutes from the March meeting (Pages 5-8).

ITEM 5: COMMITTEE REPORTS & RESOLUTIONS

Customer Experience & Service Performance Committee

(Maintenance / Operations / Mobility Solutions)

Vice Chair Christine Marshall reporting on behalf of Chair John Valle

*Resolution 2026-12: A resolution authorizing the award of a contract for the purchase of Computer Aided Dispatch Software and Equipment to Swiftly, Incorporated. (Page 9)

Internal & External Engagement Committee

(Employee Engagement Center / Customer Care / PR & Marketing)

Chair: Chuck Rector

Vice Chair: Dana LaGarde

*Resolution 2026-10: Substitute Amendment

A resolution authorizing the amendment of the Drug and Alcohol Policy and Procedures. (Page 10)

Drug and Alcohol Policy Procedures (Pages 11-22)

*Resolution 2026-11: A resolution authorizing an update to the METRO

Advertising Policy and Regulations regarding third parties leasing advertising space on METRO buses and properties. (Page 23)

Advertising Policy and Regulations Policy (Pages 24-27)

Culture & Planning Committee

(Planning & Community Impact)

Chair: Robert DeJournett

Vice Chair Dave Prentice

*Resolution 2026-09: A resolution authorizing the filing of application with the Federal Transit Administration and the Ohio Department of Transportation for SFY2027 transportation assistance grants. These grants may include but are not limited to the Urban Transit Grant, the Ohio Transportation Partnership Program, Bus and Bus Facilities and Low or No Emissions Program. (Page 28)

Finance & Technology Committee

(Finance & Technology)

Chair: Bob Konstand

Vice Chair: Nicole Squire

Development & Protection Committee

(Safety & Training)

Chair: Renee Greene

Vice Chair: Dana LaGarde

ITEM 6: OTHER BUSINESS

ITEM 7: OFFICER'S REPORTS

- Board President
- Chief Executive Officer

ITEM 8: CALL FOR ADJOURNMENT

*Denotes items requiring Board approval

Next Scheduled Meeting – May 26th, 2026

**METRO RTA
MONTHLY BOARD MEETING MINUTES
ROBERT K. PFAFF TRANSIT CENTER BOARD ROOM
TUESDAY, MARCH 31, 2026
9:00 AM**

Trustees' Present: Mark Derrig, Dana LaGarde, John Valle, Chuck Rector, Donald Christian, Gary Spring, Dave Prentice, Renee Greene, Christine Marshall, Robert DeJournett, Nicole Squire, and Bob Konstand

Trustees Excused:

Trustees Absent:

Roetzel & Address: Lauren Zidones

METRO Team

Members Present: Angie Neeley, Tatia Harris, Gert Wilms, Jarrod Hampshire, Jay Hunter, Eric Scott, Shawn Metcalf, Quentin Wyatt, Jamie Saylor, Alja Austin, Jessie Dent, Zach Smith, Molly Becker, Grace Doyle, Kyle Moeglin, Nathan Leppo, Marshall Preston, John Sutherland, Jessie Dent, Jake Haddad, Brynn Overly-Nguyen, Lane Evans, and Leslie Rashid

CALL TO ORDER

Mr. Mark Derrig called the meeting to order at 9:00 am.

AUDIENCE PARTICIPATION:

RECOGNITION:

Jasmine Golson applied CPR training provided by METRO to successfully save a life while off duty.

Darkeus Dearmon, 25 years of safe driving

Tara Brooks, 25 years of safe driving

John Sutherland, retiring with 25 + years of service

BOARD MINUTES:

Mr. Donald Christian made a motion to approve the minutes of the February 24th meeting. Mr. John Valle 2nd the motion. The minutes were unanimously approved.

COMMITTEE REPORTS & RESOLUTIONS

CUSTOMER EXPERIENCE & SERVICE PERFORMANCE COMMITTEE REPORT

Vice Chair Christine Marshall reporting on behalf of Chair John Valle

The Committee met on March 19th and KPIs were reviewed.

There were no resolutions.

INTERNAL & EXTERNAL ENGAGEMENT COMMITTEE REPORT

Chair: Chuck Rector

Vice Chair: Dana LaGarde

The Committee met on March 19th and KPIs were reviewed.

There were no resolutions.

CULTURE & PLANNING COMMITTEE REPORT

Chair: Robert DeJournett

Vice Chair: Dave Prentice

The Committee met on March 19th and KPI's were reviewed.

There was one resolution.

RESOLUTION 2026-08:

A resolution authorizing the award of a contract for system-wide schedule review/optimization, support and training services.

The resolution was discussed.

Mr. Robert DeJournett made a motion to approve the resolution. Ms. Dana LaGarde 2nd the motion. All present voted "aye". The resolution was approved.

FINANCE & TECHNOLOGY COMMITTEE REPORT

Chair: Bob Konstand

Vice Chair: Nicole Squire

The Committee met on March 19th and the dashboard was reviewed.

There were no resolutions.

PROTECTION & DEVELOPMENT COMMITTEE REPORT

Chair: Renee Greene

Vice Chair: Dana LaGarde

The Committee met on March 19th and KPIs were reviewed.

There were no resolutions.

GOVERNANCE COMMITTEE REPORT

Chair: Donald Christian

Vice Chair: Gary Spring

The Committee met on March 19th for the annual meeting. The terms of office were discussed.

Mr. Mark Derrig and Ms. Dana LaGarde were nominated to continue their roles for consecutive terms.

Mr. Donald Christian called for a vote for Mr. Mark Derrig as President. All present voted “aye”. The vote was confirmed and Mr. Mark Derrig will be President for the next term.

Mr. Donald Christian called for a vote for Ms. Dana LaGarde as Vice President. All present voted “aye”. The vote was confirmed and Ms. Dana LaGarde will be Vice President for the next term.

OTHER BUSINESS

Ms. Tatia Harris and Ms. Gert Wilms provided a rail update. The team has been working with associates on the appraisal to meet the revised timeline. The original deadline was extended to April 30th due to the scope being more comprehensive than anticipated, particularly regarding the Sandyville line. The extension was approved.

Work is ongoing to complete the appraisals and develop a repayment plan, with an internal target of December 31st, 2027. To date, a partial payment of \$6 million has been made toward the total of \$12 million set aside. The final payment amount is still under negotiation, and the team will return with an update once determined.

OFFICERS' REPORTS

Board President:

Mr. Mark Derrig expressed appreciation for the year-end committee reports, noting that it has been a strong year for METRO and expressing pride in being part of the team and its accomplishments.

Chief of Staff Officer:

Mr. Jarrod Hampshire extended congratulations to Mr. Mark Derrig and Ms. Dana LaGarde on their appointments, with appreciation expressed for their leadership commitment. Staff were also thankful for their work in preparing the year-end reports, which highlight both successes and areas for improvement through key performance indicators.

Mr. Jarrod Hampshire recognized the training staff for their efforts, including an instance where training directly contributed to saving a life. Appreciation was also expressed to Mr. John Sutherland for 25 plus years of service and contributions, noting his extensive knowledge and impact as he prepares for retirement.

ADJOURNMENT

Mr. Robert DeJournett made a motion to adjourn the meeting at 9:33 am. Mr. John Valle 2nd the motion.

The next scheduled Board Meeting is April 28th, 2026.

CERTIFICATE OF COMPLIANCE

Pursuant to Section III, Article 3.2 of the Rules & Regulations of the METRO Regional Transit Authority, METRO has complied with the Notice and Notification to the public and news media.

DATE APPROVED: April 28th, 2026

**MARK DERRIG,
PRESIDENT**

**JARROD HAMPSHIRE,
CHIEF OF STAFF**

**COMMITTEE ASSIGNMENT:
CUSTOMER EXPERIENCE AND SERVICE PERFORMANCE**

RESOLUTION 2026-12

A resolution authorizing the award of a contract for the purchase of Computer Aided Dispatch Software and Equipment to Swiftly, Incorporated

WHEREAS, METRO entertained a Request for Proposals, advertised through OpenGov.com and The Akron Beacon Journal for qualified firms to provide a modern, integrated Intelligent Transportation System (ITS) solution with a core Computer-Aided Dispatch/Automatic Vehicle Location (CAD/AVL) system; and

WHEREAS, Proposals were received and evaluated from the following companies:

Swiftly, Inc. – San Francisco, CA	ETA Phi Systems, Inc. – Boca Raton, FL
Avail Technologies – State College, PA	GMV – Los Angeles, CA
EQUANS – Sandy Springs, GA	Clever Devices – Woodbury, NY

WHEREAS, An eleven (11) member evaluation panel consisting of METRO team members from Operations, Planning, and Maintenance reviewed and evaluated the aforementioned proposals and determined that Swiftly, Inc. provided the most complete overall proposal to meet the requirements set forth by METRO.

WHEREAS, METRO is recommending a 5-year agreement with an amount not to exceed \$6,766,272.0

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of METRO Regional Transit Authority that:

1. A contract be awarded to Swiftly, Inc. in an Amount not to exceed \$6,766,272.0
2. The Chief Executive Officer/Secretary-Treasurer is authorized to execute said contract,
 - . All formal actions of this Board of Trustees related to this Resolution and all deliberations of the Board of Trustees and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Revised Code.

DATE ADOPTED: April 28th, 2026

**MARK DERRIG,
PRESIDENT**

**DAWN DISTLER,
CHIEF EXECUTIVE OFFICER/
SECRETARY-TREASURER**

**COMMITTEE ASSIGNMENT:
INTERNAL & EXTERNAL ENGAGEMENT**

RESOLUTION NO. 2026-10 Substitute Amendment

A resolution authorizing the amendment of the Drug and Alcohol Policy and Procedures.

WHEREAS, by resolution 1988-75 the Board of Trustees authorized the approval of the establishment of the METRO Regional Transit Authority Drug and Alcohol Policy and Procedures; and

WHEREAS, the last update to the Drug and Alcohol Policy was in 2022; and

WHEREAS, the recommendations to update METRO Regional Transit Authority Drug and Alcohol Policy and Procedures to reflect updated verbiage that aligns with current practices and the removal of urine-specific language in preparation of the FTA’s implementation of oral fluid drug testing.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of METRO Regional Transit Authority that:

1. The updated METRO Regional Transit Authority Drug and Alcohol Policy and Procedures is hereby to be amended.
2. The Chief Executive Officer/Secretary is hereby authorized to implement this update to the METRO Regional Transit Authority Drug and Alcohol Policy and Procedures.
3. This resolution shall become effective April 30, 2026.
4. All formal actions of this Board of Trustees related to this Resolution and all deliberations of the Board of Trustees and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Revised Code.

DATE ADOPTED: April 28, 2026

**MARK DERRIG,
PRESIDENT**

**DAWN DISTLER
CHIEF EXECUTIVE OFFICER/
SECRETARY-TREASURER**

METRO Regional Transit Authority

Drug and Alcohol Policy

Effective as of 04/30/2026

Adopted by: _____

Date Adopted: December 12, 2019

Last Revised: 04/21/2026

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1. Purpose of Policy

This policy complies with 49 CFR Part 655, as amended and 49 CFR Part 40, as amended. Copies of Parts 655 and 40 are available in the drug and alcohol program manager's office and can be found on the internet at the Federal Transit Administration (FTA) Drug and Alcohol Program website <http://transit-safety.fta.dot.gov/DrugAndAlcohol/>.

All covered employees are required to submit to a drug test as a condition of employment in accordance with 49 CFR Part 655.

All non-DOT covered employees are required to submit to a drug test as a condition of employment in accordance with METRO Regional Transit Authority's drug and alcohol policy.

Under the independent authority of METRO Regional Transit Authority, employees not covered by DOT regulations are subject to the same drug use and alcohol misuse prohibitions applicable to DOT covered employees. Non-DOT employees are subject to pre-employment, post-accident, reasonable suspicion, return to work, and other testing. These non-DOT tests will be conducted on non-DOT paperwork.

Portions of this policy are not FTA-mandated but reflect METRO Regional Transit Authority's policy. These additional provisions are identified by bold text.

In addition, DOT has published 49 CFR Part 32, implementing the Drug-Free Workplace Act of 1988, which requires the establishment of drug-free workplace policies and the reporting of certain drug-related offenses to the FTA.

All METRO Regional Transit Authority employees are subject to the provisions of the Drug-Free Workplace Act of 1988.

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the covered workplace. An employee who is convicted of any criminal drug statute for a violation occurring in the workplace shall notify the Employee Engagement Center no later than five days after such conviction.

Dawn Distler, Chief Executive Officer

Date

2. DOT Covered Employees

This policy applies to every person, including an applicant or transferee, who performs or will perform a “safety-sensitive function” as defined in Part 655, section 655.4.

You are a DOT covered employee if you perform any of the following:

- Operating a revenue service vehicle, in or out of revenue service
- Operating a non-revenue vehicle requiring a commercial driver’s license
- Controlling movement or dispatch of a revenue service vehicle
- Maintaining (including repairs, overhaul and rebuilding) of a revenue service vehicle or equipment used in revenue service
- Carrying a firearm for security purposes

See Attachment A for a list of DOT covered positions by job title.

3. Prohibited Behavior

Use of illegal drugs is prohibited at all times. Prohibited drugs include:

- marijuana
- cocaine
- phencyclidine (PCP)
- opioids
- amphetamines

All DOT covered employees are prohibited from performing or continuing to perform safety-sensitive functions while having an alcohol concentration of 0.04 or greater.

All DOT covered employees are prohibited from consuming alcohol while performing safety-sensitive job functions or while on-call to perform safety-sensitive job functions. If an on-call employee has consumed alcohol, they must acknowledge the use of alcohol at the time that they are called to report for duty. If the on-call employee claims the ability to perform his or her safety-sensitive function, he or she must take an alcohol test with a result of less than 0.02 prior to performance.

All DOT covered employees are prohibited from consuming alcohol within four (4) hours prior to the performance of safety-sensitive job functions.

All DOT covered employees required to take a post-accident test are prohibited from consuming alcohol for eight (8) hours following involvement in an accident or until he or she submits to the post-accident drug and alcohol test, whichever occurs first.

All non-DOT employees are held to the same alcohol misuse policies as covered employees while performing their job duties, when on call, upon reporting to work, and after a workplace accident.

4. Consequences for Violations

Following a positive drug or alcohol (BAC at or above 0.04) test result or test refusal (constitutes a positive test), the employee will be immediately removed from safety-sensitive duty and any other duties and provided with contact information for Substance Abuse Professionals (SAPs) or Employee Assistance Program (EAP).

Following a BAC of 0.02 or greater, but less than 0.04, the employee will be immediately removed from safety-sensitive duties and any other duties until the start of their next regularly scheduled duty period (but for not less than eight hours) unless a retest results in the employee's alcohol concentration being less than 0.02.

Treatment/Discipline

Per METRO Regional Transit Authority policy, any employee who tests positive for drugs or alcohol (BAC at or above 0.04) or refuses to test will be referred to METRO's Substance Abuse Professional (SAP) or Employee Assistance Program (EAP). Under the independent authority of METRO Regional Transit, employees with DOT violations shall be automatically suspended from duty without pay for at least 30 days. Non DOT employees and DOT employees with non-DOT violations will be suspended until at least completion of an EAP program. Any DOT covered employee so referred who refuses or fails to comply with METRO's Return-to-Duty requirements AND the SAP prescribed education and/or treatment plan shall be subject to disciplinary action, up to and including discharge. The DOT covered employee must successfully complete the SAP's education and/or treatment plan and also produce a negative Return-to-Duty test as prescribed by the SAP BEFORE being allowed to return to performing a safety-sensitive function.

Any employee who tests positive on a non-DOT test for drugs or alcohol will be suspended and receive a mandated management referral to METRO's EAP for violation of METRO Regional Transit Authority's Drug and Alcohol Policy. The employee must provide to the employer via the EAP a written and successfully completed referral, evaluation and treatment plan and also produce a negative Return to Work test.

METRO will not be responsible to pay for any rehabilitation services required of the DOT and non-DOT covered employee. The DOT and non-DOT covered employee cannot utilize paid leave during the rehabilitation program.

In the event that any DOT or non-DOT employee re-enters the workforce, after successful completion of the SAP/EAP prescribed education and/or treatment plan and ever tests positive for any of the following: alcohol, marijuana, cocaine, phencyclidine (PCP), opioids, or amphetamines they will be subject to discharge for just cause. Any positive test result may be just cause for discharge.

5. Circumstances for Testing

Pre-Employment Testing

A negative pre-employment drug test result is required before an employee can first perform safety-sensitive functions. If a pre-employment test is cancelled, the individual will be required to undergo another test and successfully pass with a verified negative result before performing safety-sensitive functions.

A non-DOT covered employee must obtain a negative pre-employment drug test result before beginning employment with METRO Regional Transit Authority.

If a DOT covered employee has not performed a safety-sensitive function for 90 or more consecutive calendar days and has not been in the random testing pool during that time, the employee must take and pass a pre-employment test before he or she can return to a safety-sensitive function.

If a DOT covered employee has not performed a safety-sensitive function for 90 or more consecutive calendar days and has been in the random testing pool during that time, the employee must take and pass a non-regulated pre-employment test before he or she can return to a safety-sensitive function.

A DOT covered employee or applicant who has previously failed or refused a DOT drug and/or alcohol test must provide proof of having successfully completed a referral, evaluation, and treatment plan meeting DOT requirements. They must also have completed all follow-up tests prescribed by the SAP.

Reasonable Suspicion Testing

All DOT covered and non-DOT employees shall be subject to a drug and/or alcohol test when METRO Regional Transit Authority has reasonable suspicion to believe that the employee has used a prohibited drug and/or engaged in alcohol misuse. A reasonable suspicion referral for testing will be made by a trained supervisor or other trained company official on the basis of specific, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of the covered employee.

Covered DOT and non-DOT employees may be subject to reasonable suspicion drug testing any time while on duty. DOT covered employees may be subject to reasonable suspicion alcohol testing while the employee is performing safety-sensitive functions, just before the employee is to perform safety-sensitive functions, or just after the employee has ceased performing such functions. Non-DOT employees may be subject to reasonable suspicion alcohol testing anytime the employee is on duty.

Post-Accident Testing

DOT Covered employees shall be subject to post-accident drug and alcohol testing under the following circumstances:

Fatal Accidents

As soon as practicable following an accident involving the loss of a human life, drug and alcohol tests will be conducted on each surviving DOT covered employee operating the public transportation vehicle at the time of the accident. In addition, any other DOT covered employee whose performance could have contributed to the accident, as determined by METRO Regional Transit Authority using the best information available at the time of the decision, will be tested.

Non-fatal Accidents

As soon as practicable following an accident not involving the loss of a human life, drug and alcohol tests will be conducted on each DOT covered employee operating the public transportation vehicle at the time of the accident if at least one of the following conditions is met:

- (1) The accident results in injuries requiring immediate medical treatment away from the scene, unless the DOT covered employee can be completely discounted as a contributing factor to the accident
- (2) One or more vehicles incurs disabling damage and must be towed away from the scene, unless the DOT covered employee can be completely discounted as a contributing factor to the accident

In addition, any other DOT covered or non-DOT employee whose performance could have contributed to the accident, as determined by METRO Regional Transit Authority using the best information available at the time of the decision, will be tested.

A DOT covered or non-DOT employee subject to post-accident testing must remain readily available, or it is considered a refusal to test. Nothing in this section shall be construed to require the delay of necessary medical attention for the injured following an accident or to prohibit a DOT covered employee or non-DOT employee from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident or to obtain necessary emergency medical care. METRO reserves the right to require an employee to undergo testing upon its determination that an accident has occurred.

Random Testing

Random drug and alcohol tests are unannounced and unpredictable, and the dates for administering random tests are spread reasonably throughout the calendar year. Random testing will be conducted at all times of the day when safety-sensitive functions are performed.

Testing rates will meet or exceed the minimum annual percentage rate set each year by the FTA administrator. The current year testing rates can be viewed online at www.transportation.gov/odapc/random-testing-rates.

The selection of employees for random drug and alcohol testing will be made by a scientifically valid method, such as a random number table or a computer-based random number generator. Under the selection process used, each DOT covered employee will have an equal chance of being tested each time selections are made.

A DOT covered employee may only be randomly tested for alcohol misuse while the employee is performing safety-sensitive functions, just before the employee is to perform safety-sensitive functions, or just after the employee has ceased performing such functions. A DOT covered employee may be randomly tested for prohibited drug use anytime while on duty.

Each DOT covered employee who is notified of selection for random drug or random alcohol testing must immediately proceed to the designated testing site.

Random Testing - End of Shift

Random testing may occur anytime an employee is on duty so long as the employee is notified prior to the end of the shift. Employees who provide advance, verifiable notice of scheduled medical or childcare commitments will be random drug tested no later than three hours before the end of their shift and random alcohol tested no later than 30 minutes before the end of their shift. Verifiable documentation of a previously scheduled medical or childcare commitment, for the period immediately following an employee's shift, must be provided at least 30 minutes before the end of the shift.

Return to Duty Testing

Any employee who is allowed to return to safety-sensitive duty after failing or refusing to submit to a DOT drug and/or alcohol test must first be evaluated by a Substance Abuse Professional (SAP), complete a SAP-required program of education and/or treatment, and provide a negative return-to-duty drug test result and/or an alcohol test result of less than 0.02. Any return-to-duty drug testing will be directly observed. All tests will be conducted in accordance with 49 CFR Part 40, Subpart O. Following completion of an EAP program, an employee must provide a negative return-to-work drug test and/or an alcohol test result showing a concentration less than 0.02 as a condition of reinstatement.

Follow-up Testing

Employees returning to safety-sensitive duty following a return-to-duty test will be required to undergo unannounced follow-up alcohol and/or drug testing for a period of one (1) to five (5) years, as directed by the SAP. The duration of testing will be extended to account for any subsequent leaves of absence, as necessary. The type (drug and/or alcohol), number, and frequency of such follow-up testing shall be directed by the SAP.

A DOT covered employee may only be subject to follow-up alcohol testing while the employee is performing safety-sensitive functions, just before the employee is to perform safety-sensitive functions, or just after the employee has ceased performing such functions. A DOT covered employee may be subject to follow-up drug testing anytime while on duty. All follow-up drug tests will be directly observed. All testing will be conducted in accordance with 49 CFR Part 40, Subpart O.

Non-DOT covered employees, or DOT covered employees with a non-federal violation of METRO Regional Transit Authority's Drug and Alcohol Policy will be subject to non-DOT subsequent testing.

6. Testing Procedures

All FTA drug and alcohol testing will be conducted in accordance with 49 CFR Part 40, as amended.

Dilute Urine Specimen

If there is a negative dilute test result, METRO Regional Transit Authority will accept the test result and there will be no retest, unless the creatinine concentration of a negative dilute specimen was greater than or equal to 2 mg/dL, but less than or equal to 5 mg/dL.

Dilute negative results with a creatinine level greater than or equal to 2 mg/dL but less than or equal to 5 mg/dL require an immediate recollection under direct observation (see 49 CFR Part 40, section 40.67).

Split Specimen Test

In the event of a verified positive test result, or a verified adulterated or substituted result, the employee can request that the split specimen be tested at a second laboratory. METRO Regional Transit Authority guarantees that the split specimen test will be conducted in a timely fashion.

7. Test Refusals

As a DOT covered employee, you have refused to test if you:

- (1) Fail to appear for any test (except a pre-employment test) within a reasonable time, as determined by METRO Regional Transit Authority.
- (2) Fail to remain at the testing site until the testing process is complete. An employee who leaves the testing site before the testing process commences for a pre-employment test has not refused to test.
- (3) Fail to provide a specimen for a drug or alcohol test. An employee who does not provide a specimen because he or she has left the testing site before the testing process commenced for a pre-employment test has not refused to test.
- (4) In the case of a directly-observed or monitored urine drug collection, fail to permit monitoring or observation of your provision of a specimen.
- (5) Fail to provide a sufficient specimen for a drug or alcohol test without a valid medical explanation.
- (6) Fail or decline to take a second drug test as directed by the collector or METRO Regional Transit Authority.
- (7) Fail to undergo a medical evaluation as required by the MRO or METRO Regional Transit Authority's Designated Employer Representative (DER).
- (8) Fail to cooperate with any part of the testing process.

- (9) Fail to follow an observer's instructions to raise and lower clothing and turn around during a directly-observed urine drug test.
- (10) Possess or wear a prosthetic or other device used to tamper with the collection process.
- (11) Admit to the adulteration or substitution of a specimen to the collector or MRO.
- (12) Refuse to sign the certification at Step 2 of the Alcohol Testing Form (ATF).
- (13) Fail to remain readily available following an accident.

As a DOT covered employee, if the MRO reports that you have a verified adulterated or substituted test result, you have refused to take a drug test.

As a DOT covered employee, if you refuse to take a drug and/or alcohol test, you incur the same consequences as testing positive and will be immediately removed from performing safety-sensitive functions and provided with contact information for SAPs.

These same provisions apply to non-DOT employees and all non-DOT drug/alcohol tests.

8. Voluntary Self-Referral

Any employee who has a drug and/or alcohol misuse problem and has not been notified of the requirement to submit to reasonable suspicion, random or post-accident testing or has not refused a drug or alcohol test may voluntarily refer her or himself to the Employee Engagement Center, who will refer the individual to a Substance Abuse Counselor for evaluation and treatment.

The Substance Abuse Counselor will evaluate the employee and make a specific recommendation regarding the appropriate treatment. Employees are encouraged to voluntarily seek professional substance misuse assistance before any substance use or dependence affects job performance.

Any safety-sensitive employee who admits to a drug and/or alcohol problem will immediately be removed from his/her safety-sensitive function and will not be allowed to perform such function until successful completion of a prescribed rehabilitation program.

Any non-safety-sensitive employee who admits to a drug and/or alcohol problem will immediately be removed from his/her duties and will not be allowed to perform such function until successful completion of a prescribed rehabilitation program.

9. Prescription Drug Use

The appropriate use of legally prescribed drugs and non-prescription medications is not prohibited. However, the use of any substance which carries a warning label that indicates that mental functioning, motor skills, or judgment may be adversely affected must be reported to the Employee Engagement Center. Medical advice should be sought, as appropriate, while taking such medication and before performing safety-sensitive duties.

10. Contact Person

For questions about METRO Regional Transit Authority's anti-drug and alcohol misuse program, contact Regina Mills or Jay Hunter in the Employee Engagement Center.

Attachment A: Covered Positions

Armed Security Personnel

Transit Police Officer

Transit Police Sergeant

Chief Protection and Development Officer

CDL Non-Revenue Vehicle

Maintenance Admin Asst/OAA

Maintenance Foreman

Maintenance Trainer

Trainer

Revenue Vehicle & Equipment Maintenance

Apprentice Mechanic

Journeyman Mechanic

Vehicle Service Employee

Revenue Vehicle Control Dispatch

Supervisor Ops Dept

Revenue Vehicle Operation

Bus Operator

SSO Bus Operator

Extra Board Fill In

**COMMITTEE ASSIGNMENT:
INTERNAL & EXTERNAL ENGAGEMENT**

RESOLUTION 2026-11

A resolution authorizing an update to the METRO Advertising Policy and Regulations regarding third parties leasing advertising space on METRO buses and properties.

WHEREAS, the Board of Trustees previously approved written guidelines, an updated policy is warranted for future advertising third parties contracted to advertise; and

WHEREAS, the updated METRO Regional Transit Authority Advertising Policy and Regulations has been drafted for Board Approval.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of METRO Regional Transit Authority that:

1. The Chief Executive Officer/Secretary-Treasurer is hereby authorized to implement this new policy.
2. All formal actions of this Board of Trustees related to this Resolution and all deliberations of the Board of Trustees and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Revised Code.

DATE ADOPTED: April 28, 2026

**MARK DERRIG,
PRESIDENT**

**DAWN DISTLER
CHIEF EXECUTIVE OFFICER**

METRO RTA

Advertising Policy and Regulations

Effective Date: 05/01/2026

I. Policy

1.01 METRO RTA leases space inside and upon its buses and properties for the display of advertising. The purpose is to raise revenues, supplementary to those from fares and tax proceeds, to be used to finance METRO RTA'S operations. The display of advertising is solely for this purpose. It is not intended to provide a general public forum for purposes of communication, but rather to make use of property held in proprietary capacity in order to generate revenue.

1.02 In order to realize the maximum benefit from the sale of advertising space, the program must be managed in a manner that will procure as much revenue as practicable, while ensuring that the advertising does not discourage the use of METRO RTA's transit system, does not diminish METRO RTA's reputation in the community it serves or the good will of its customers, and is consistent with METRO RTA's principal purpose to provide innovative transportation solutions that are safe, dependable, cost-effective and customer focused.

1.03 The METRO RTA Board of Trustees established these regulations for advertising in and upon its buses and properties. The views expressed in all leased spaces are paid advertisements and do not represent an endorsement by METRO RTA.

1.04 METRO RTA reserves the right to suspend, modify or revoke the application of any of the standards in this policy as it deems necessary to comply with legal mandates, to accommodate its primary transportation function, or to fulfill goals and objectives identified above. All of the provisions in this policy shall be deemed severable.

II. Applicability

2.01 This procedure is applicable to all METRO RTA employees and all independent contractors who contract with METRO RTA, for the placement of advertisement in and upon METRO RTA buses and properties.

III. ADVERTISING STANDARDS

3.01 METRO RTA's transit system, in order to serve the purpose for which it has been established, must accommodate all persons without distinction of age. It is therefore necessary to exclude advertising unsuitable for exposure to children or persons with immature judgement. The following kinds of advertising therefore will not be displayed in or upon METRO RTA's buses and properties:

1. Advertising for cigars, cigarettes, pipe tobacco, chewing tobacco, and other tobacco products;
2. Advertising for vaping products, including but not limited to e-cigarettes, vaping pens and vaping oils;
3. Advertising for cannabis products, cannabis businesses or cannabis services;
4. Advertising for alcohol, beer, wine, distilled spirits or any alcoholic beverage licensed and regulated under Ohio law;
5. Advertising for firearms, ammunition or other firearms-related products;
6. Advertising for adult/mature material or entertainment;
7. Advertising with sexual content, obscene or offensive material;
8. Advertising with profane content;
9. Advertising with violent, unlawful, or criminal content;

10. Advertisements promoting online or offline gambling-related content, including sports betting, casino games, and lottery products.

3.02 Advertising that explicitly and directly promotes or encourages the use of transportation in direct competition with METRO RTA bus service shall not be displayed in or upon METRO RTA buses or properties.

3.03 No advertising shall be permitted that in any way denigrates METRO RTA , or its operations, its Trustees, agents or employees, or its customers. This prohibition includes advertising copy and illustrations that state, imply or infer, that METRO RTA's services or operations are anything but safe, efficient, affordable and convenient.

3.04 METRO RTA expects all advertising copy to be truthful. Advertising copy and illustrations should not be exaggerated, distorted, false, misleading or deceptive.

3.05 Medical products or treatments are to be presented in a restrained and inoffensive manner.

3.06 Testimonials are expected to be authentic, and advertisers using them will be required to indemnify METRO RTA against any action brought in connection with them.

3.07 Advertising that promotes contests and giveaways are expected to comply with all applicable laws and regulations

3.08 Advertising shall not be derogatory or defamatory of any person or group because of race, color, national origin, ethnic background, religion, gender or sexual orientation.

IV. Use of METRO RTA's Name

4.01 Use of METRO RTA's name, logo, slogans or other graphic representations is subject to advance approval by METRO RTA. METRO RTA does not endorse any product, service, or candidate.

V. Administration of Advertising Regulation

5.01 Advertising space on METRO RTA's buses and properties is sold through an independent contractor. The contractor shall comply with the foregoing policies and review all advertising with reference to them.

5.02 Contractor must submit all advertising, copy and graphics to METRO RTA prior to production.

5.03 METRO RTA reserves the right to terminate any advertisement based on adverse publicity or complaints.

**COMMITTEE ASSIGNMENT:
CULTURE AND PLANNING COMMITTEE**

RESOLUTION 2026-09

A resolution authorizing the filing of application with the Federal Transit Administration and the Ohio Department of Transportation for SFY2027 transportation assistance grants. These grants may include but are not limited to the Urban Transit Grant, the Ohio Transportation Partnership Program, Bus and Bus Facilities and Low or No Emissions Program

WHEREAS, the State of Ohio through its SFY 2026 program has made funds available to assist public transportation in Ohio; and

WHEREAS, METRO RTA is the transit operator for Summit County, Ohio, and

WHEREAS, METRO RTA presently provides transit service and observes all federal and state rules regarding these programs,

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of METRO Regional Transit Authority that:

1. The Chief Executive Officer is hereby authorized to file applications and execute contracts for the aforementioned grants programs.
2. All formal actions of this Board of Trustees related to this Resolution and all deliberations of the Board of Trustees and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Revised Code.

DATE ADOPTED: April 28, 2026

**MARK DERRIG,
PRESIDENT**

**DAWN DISTLER,
CHIEF EXECUTIVE OFFICER/
SECRETARY-TREASURER**