Buhl Building
535 Griswold St. Suite #600
Detroit, MI 48226

SMART Board Meeting

October 22, 2026

MEMORANDUM

TO: SMART Board of Directors

FROM: Chairperson

DATE: October 22, 2026

SUBJECT: Call to Order

MEMORANDUM

TO: SMART Board of Directors

FROM: Chairperson

DATE: October 22, 2026

SUBJECT: Pledge of Allegiance



I pledge allegiance to the flag of the United States of America and to The Republic for which it stands: one nation under God, indivisible with liberty and justice for all.

Buhl Building • 535 Griswold St, Suite 600 • Detroit, MI 48226 • (313) 223-2100

ROLL CALL

Date: October 22, 2026

CHAIRPERSON, MR. JOHN PAUL REA

VICE-CHAIRPERSON, MR. ELI COOPER

MS. SHEILA COTE

DR. CURTIS IVERY

MR. ROYCE MANIKO

MS. DIANA MCBROOM

MR. ASSAD TURFE

SMART Board Meeting Agenda
October 22, 2026
2:00 PM
Buhl Building
535 Griswold St., Suite 600
Detroit, MI 48226

ITEM	ACTION	PRESENTED BY
1. Call to Order		John Paul Rea
2. Pledge of Allegiance		John Paul Rea
3. Roll Call		Tiffany Martin
4. Adoption of Agenda	Approval	John Paul Rea
5. Certification of Public Notice	Information	Tiffany Martin
6. Minutes	Approval	John Paul Rea
A. Board Meeting Minutes for September 24, 2026		
B. Executive Session Meeting Minutes for September 24, 2026		
7. Election of Officers for SMART's Board of Directors 2026/2027	Approval	John Paul Rea
8. Public Participation	Discussion	Chairperson
9. Chairperson's Report	Information	Chairperson
10. General Manager's Report	Information	Tiffany J. Gunter
A. 25 + Years of Service Awards Presentation		
B. Shades of Pink Check Presentation		
11. New Business		
A. Resolution: Approval of Labor Agreement with Amalgamated Transit Union (ATU) Local 1564 – Bus Operators and ATU Clerical Units	Approval	Tianna Leapheart *VP of Human Resources*
B. Resolution: Authorization to Implement a Wage Increase for Non- Represented Employees	Approval	Tianna Leapheart *VP of Human Resources*
C. Resolution: Authorization to Award a Contract for Microsoft 365 Licensing and Firewall Protection	Approval	Cassandra Whitfield, *Chief Information Officer*
12. Board Member Business	Discussion	Chairperson
13. Adjournment	Discussion	Chairperson

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PUBLIC NOTICE

SMART will hold its Board of Directors meeting on Thursday, October 22, 2026 at 2:00 P.M. at the Buhl Building, located at 535 Griswold St. Suite #600, Detroit, MI 48226. The agenda can be found on SMART's website: http://www.smartbus.org/About/Our-Organization/Board-of- Directors/Board-Meeting-Schedule. Members of the public may attend in person or via zoom. The Meeting will be live streamed on YouTube and available at the following link: https://www.youtube.com/@MySMARTBus.

To attend virtually; on a smartphone, tablet, or computer; please enter this URL in a web browser:

- https://smartbus.zoom.us/j/86728758619
- Via phone only, please dial: +1 305 224 1968
- Webinar ID: 867 2875 8619 (no password required)
- One-tap mobile: +19292056099,,86728758619# US

Members of the public may also submit a written comment by emailing SMARTBoard@smartbus.org by 1:00 PM on the day of the meeting.

Requests for reasonable accommodations at SMART require advanced reservations. Individuals with disabilities requiring assistance should contact SMARTBoard@smartbus.org or 313-223-2110 as soon as possible. If you have difficulties joining the virtual session, contact SMARTBoard@smartbus.org and we will assist you to the best of our abilities. ASL interpreter services will be provided for the 2:00 PM. Board Meeting. Should an individual require any other interpretation services for the 2:00 PM. Meeting, please contact SMARTBoard@smartbus.org or 313-223-2110 at least 72 hours prior to the Meeting.

Public Comment will proceed as follows:

- All comments: 3-minute limit per member of the public.
- Public comments will be received in the following order:
  1. Members of the public who attend in person
  2. Members of the public present via Zoom
  3. Written comments via email.

Public comment shall be allowed for one participant at a time. Participants shall not speak until recognized by the Chairperson. Each participant, remote and in person, will be required to provide their name, county of residence, and the topic they would like to address. Online participants must also provide an email address, by sending the email address to SMARTBoard@smartbus.org. Online participants must also have camera access. Virtual participation will be facilitated through Zoom. (link provided) To register to speak via zoom, a comment participant must "raise hand." The meeting administrator will select individuals in the order received. Online participants will have 3 minutes to speak. Participants will be muted when the time expires. The Chairperson shall designate a timekeeper for purposes of enforcing the time limit. Emailed public comment will not be read but printed, copied, and made available at the meeting.

SUBURBAN MOBILITY AUTHORITY FOR REGIONAL TRANSPORTATION

BOARD OF DIRECTORS' MEETING

PROPOSED MINUTES –September 24, 2026

The Board of Directors of the Suburban Mobility Authority for Regional Transportation (SMART) met on Thursday, September 24, 2026, at 2:00 PM at the Buhl Building, located at 535 Griswold St. Suite #600, Detroit, MI 48226.

ATTENDANCE

SMART Board of Directors:	Chairperson	John Paul Rea
	Vice-Chairperson	Mr. Eli Cooper
		Dr. Curtis Ivery
		Mr. Royce Maniko
		Mr. Assad Turfe
Absent Board Members:		Ms. Sheila Cote
		Ms. Diana McBroom
General Manager:		Ms. Tiffany J Gunter
Deputy General Manager		Ms. Harmony Lloyd
SMART Board Administrator:		Ms. Tiffany Martin -Patterson
SMART Staff Present:		Ms. Laura Bieniek
		Ms. Jaren Brown
		Mr. Norman Buhagiar
		Mr. Ryan Byrne
		Ms. Traci Davis
		Ms. Erika DeLange
		Mr. Andrew Dodt
		Mr. Trent Eddy
		Mr. Nate Ford

Ms. Beth Gibbons
Mr. James Henderson
Mr. Ian Holme
Mr. Jonathan Hondorp
Ms. Lynette Hurt
Mr. Paul Johnson
Ms. Tianna Leapheart
Mr. Quincy Lewis
Ms. Amie May
Ms. Bonnie McInerney
Ms. Kesha McKinney
Ms. Jacqueline Owens
Mr. Bernard Parker
Ms. Alissa Pifer
Mr. Sean Riopelle
Mr. Corey Rowe
Mr. Devin Street
Mr. Jordan VonZynda
Mr. D'Andrae Whitley
Ms. Alva White
Ms. Shannon White
Mr. Daniel Whitehouse
Ms. Cassandra Whitfield

Public Registered:

Brother Cunningham
Jeffery Stern
Michael Evans
Lukas Laseki (via Zoom)
Steven Hammontree (via email)

1. **Call to Order**

2. **Pledge of Allegiance**

3. **Roll Call**

   Present: Chairperson Mr. John Paul Rea, Vice-Chairperson Mr. Eli Cooper, Dr. Curtis Ivery, Mr. Royce Maniko, Mr. Assad Turfe

   Absent: Ms. Sheila Cote, Ms. Diana McBroom

   A quorum was present.

4. **Adoption of Agenda**

MOTION: Moved by Mr. Eli Cooper, seconded by Mr. Assad Turfe, to adopt the Agenda for the Thursday, September 27, 2026 Board of Directors Meeting.

DISCUSSION
None

VOTE: THE MOTION CARRIED.

5. **Certification of Public Notice**

The Board Administrator read the Public Notice and Rules of Order into the record.

6. **Minutes**

A. Minutes for SMART's August 27, 2026 Nominating Committee Meeting

MOTION: Moved by Mr. Eli Cooper, seconded by Mr. Royce Maniko, to approve the minutes for the Thursday, August 27, 2026 Nominating Committee Meeting.

DISCUSSION:
None

VOTE: THE MOTION CARRIED.

B. Minutes for SMART's August 27, 2026 Board of Directors Meeting

MOTION: Moved by Mr. Eli Cooper, seconded by Mr. Royce Maniko, to approve the minutes for the Thursday, August 27, 2026 Board of Directors Meeting.

DISCUSSION:
None

VOTE: THE MOTION CARRIED.

7. **Public Participation**

Chairperson Mr. John Paul Rea declared the meeting open for Public Participation.
.
The following participants voiced their concerns and made comments in person:

Brother Cunningham of Wayne County thanked the person who gives him 31-day passes, he chooses to give them to others who are in need. He did a ride along with a candidate, which was "wild," according to him. The candidate in question, a Republican, did not want to hear Cunningham's commentary on it. He mentioned things will likely get worse once the Big Beautiful Bill goes into effect. The drivers

are the ones who deserve prayer. Along with water, hand warmers, and passes, some people are asking for food. He intends to continue doing outreach in the community.

Jeffery Stern, the Precinct Delegate for Southfield in Oakland County) requested schedules—SMART used to have them but no longer does. Not everyone has a smartphone or is adept at online navigation. As a result, SMART should print schedules. Stern mentioned that, as the Precinct Delegate, if representatives do not fight for this, he will recommend their replacement.

Michael Evans of Wayne County wished to know what the SMART bus system will do about the homeless and mentally ill who ride the bus. Evans recapped a recent ride in which he believed they were living on the bus, making the conditions deplorable. He wanted to know what SMART will do about it, especially since Wayne County was asked to raise already high property taxes.

The following participants voiced their concerns via Zoom:

Lukas Laseki of Oakland County congratulated SMART on the passage of the Wayne County millage. They are glad to see the purchase of additional buses on the agenda, though wanted to bring up the choice of vendor; there are quality concerns with them with suspension and noise. Though it is difficult to find different venues for bus purchases, SMART should consider alternatives.

The following participants emailed their concerns via email:

Steven Hammontree of Macomb County wrote that they were happy to see that SMART has new buses but is concerned about bicycle capacity. SMART has stated multiple times that it's impossible to put a three-bike rack on a Gillig bus. They believe this perceived impossibility is inaccurate; they urge SMART to evaluate the options from their favored transit bike rack provider. They frequently have to wait for a second bus or even a third at times due to the bike rack being full. They also entreat SMART to reconsider their ban on electric bicycles.

8. Chairperson's Report

DISCUSSION:
Chairperson John Paul Rea thanked SMART for their engagement and education efforts in Macomb County, along with expanded Flex zones, partnership with Richmond Lenox. SMART also did a great job at the Senior Fun Fest according to Rea.

9. General Manager's Report

MOTION: Moved by Mr. Royce Maniko, seconded by Dr. Curtis Ivery, to receive and file the General Manager's Report.

DISCUSSION:
Tiffany J. Gunter, SMART's General Manager and CEO, mentioned the new Hamtramck line which is seeing high amounts of ridership, much to the joy of staff and riders. SMART is also excited about the purchase to better service Wayne County.

She responded to comments made previously. Gunter rides the buses consistently, as do other SMART staff, and on occasion, sees people who may have issues, but they do not comprise most of SMART's riders. She does not want listeners believing the system has no integrity or standards. She and the team ride the bus because they love what they do. Gunter invites others to ride the authority with her as well.

VOTE: THE MOTION CARRIED.

10. New Business

A. Resolution: Authorization to Award a Contract for Antifreeze, Grease, Gear Oil and Windshield Solvent

MOTION: Moved by Mr. Eli Cooper, seconded by Mr. Royce Maniko, that the General Manager of the Suburban Mobility Authority for Regional Transportation is hereby authorized to award a contract for antifreeze, grease, gear oil, and windshield solvent with Rowley Brothers, Inc. dba Rowleys Wholesale for one year starting October 1, 2026, through September 30, 2027, with a not-to-exceed amount of $210,000.00.

DISCUSSION:
None

VOTE: THE MOTION CARRIED

B. Resolution: Authorization to Award a Contract for Oil and Transmission Fluids

MOTION: Moved by Dr. Curtis Ivery, seconded by Mr. Eli Cooper, that the General Manager of the Suburban Mobility Authority for Regional Transportation is hereby authorized to award a contract for oil and transmission fluids with Rowley Brothers, Inc. dba Rowleys Wholesale for one year, beginning October 1, 2026, through September 30, 2027, with a not-to-exceed amount of $700,000.00

DISCUSSION:
Mr. Eli Cooper mentioned conversing with staff regarding the petroleum market's uncertainty. He praised the proactivity of staff under these conditions.

VOTE: THE MOTION CARRIED.

C. Resolution: Authorization to Increase Funding for Remanufactured Transmissions

MOTION: Moved by Mr. Royce Maniko, seconded by Mr. Eli Cooper, that the General

Manager of the Suburban Mobility Authority for Regional Transportation is hereby authorized to increase funding for remanufactured transmissions with Weller Truck Parts, for an additional amount not to exceed $85,000.00 for an approved not to exceed amount of $248,050.00 for Option Year 2, and an aggregate total not to exceed amount of $871,941.70 for the contract..

DISCUSSION:
Tiffany Gunter expounded on this item: while new vehicles are being purchased, the old vehicles still require servicing, which the transmission purchase assists with.

VOTE: THE MOTION CARRIED.

D. Resolution: Authorization to Increase Funding for Hoist and Lift Inspection and Repair

MOTION: Moved by Mr. Eli Cooper, seconded by Mr. Assad Turfe, that the General Manager of the Suburban Mobility Authority for Regional Transportation is hereby authorized to increase funding for hoist and lift inspection and repair with Dows Equipment Service Inc., by an additional amount not to exceed $60,000.00 during the base years, and additional amounts not to exceed $30,000.00 for each option year, for an aggregate approved not to exceed amount of $360,000.00.

DISCUSSION:
None

VOTE: THE MOTION CARRIED.

E. Resolution: Authorization to Award a Contract for Sixty (60) 40' Gillig Low-Floor Diesel Buses

MOTION: Moved by Dr. Curtis Ivery, seconded by Mr. Eli Cooper, that the General Manager of Suburban Mobility Authority for Regional Transportation is hereby authorized to award a contract for the purchase of sixty (60) 40' Gillig low-floor diesel buses to Gillig LLC. The vehicles will be purchased under a state government purchasing contract through the Commonwealth of Virginia for an amount not to exceed $55,200,000.00.

DISCUSSION:
Given the nature of the purchase, Tiffany Gunter assured Chairperson John Paul Rea that staff did their due diligence beforehand. She expressed gratitude to Nate Ford and the maintenance staff for their efforts. Mr. Royce Maniko remarked such purchases require additional time, as much as two years prior in some cases, which Tiffany Gunter agreed with, emphasizing the importance of doing it before APTA's Expo. Mr. Eli Cooper also stated the importance of fleet revitalization and improvement.

VOTE: THE MOTION CARRIED.

F. Resolution: Approval of the Revised SMART Agency Safety Plan (ASP) for Calendar Year 2027

MOTION: Moved by Mr. Royce Maniko, seconded by Mr. Assad Turfe, that the Suburban Mobility Authority for Regional Transportation Board of Directors adopt the SMART Agency Safety Plan for Calendar Year 2027.

DISCUSSION:
None

VOTE: THE MOTION CARRIED.

G. Resolution: Authorization to Award a Contract for Customer Relationship Management Software

MOTION: Moved by Dr. Curtis Ivery, seconded by Mr. Assad Turfe, that the General Manager of the Suburban Mobility Authority for Regional Transportation is hereby authorized to award a sole source contract for CRM software to Speridian Technologies LLC for one year, starting November 1, 2026, through October 31, 2027, for an amount not to exceed $92,068.70.

DISCUSSION:
Dr. Curtis Ivery asked for an explanation of the Customer Relationship Management software's capabilities and the nature of the price. Regarding the latter, Bernard Parker explained that the contract is sole sourced and is custom for SMART. Tiffany Gunter addressed the former; the software allows SMART to more effectively track trends in customer complaints thus allowing for better responses.

VOTE: THE MOTION CARRIED.

H. Resolution: Authorization to Award a Contract for a Tenant Representation Broker

MOTION: Moved by Mr. Eli Cooper, seconded by Mr. Assad Turfe, that the General Manager of the Suburban Mobility Authority for Regional Transportation is hereby authorized to award a contract for tenant representation brokerage service with Plante Moran Realpoint, LLC for a term commencing upon the effective date of the Contract Award and continuing until the required services have been completed for an amount not to exceed $100,000 for tenant brokerage services, and approximately $57,000.00 for project management services and $57,000.00 for move management services, for an aggregate total cost not to exceed $214,000.00.

DISCUSSION:
Chairperson John Paul Rea thanked Beth Gibbons and Tiffany Gunter for the update, understand the difficulties in finding office space. Rea also added that having PMR, who can explore the multitude of options SMART has, are an asset.

VOTE: THE MOTION CARRIED.

11. Closed Session

Roll Call: Chairperson Mr. John Paul Rea, Vice-Chairperson Mr. Eli Cooper, Dr. Curtis Ivery, Mr. Royce Maniko, Mr. Assad Turfe

MOTION: Moved by Mr. Royce Maniko, seconded by Mr. Eli Cooper, that the Board of Directors for the Suburban Mobility Authority for Regional Transportation **proceed into Closed Session**.

DISCUSSION:
CONFIDENTIAL

VOTE: THE MOTION CARRIED.

MOTION: Moved by Dr. Curtis Ivery, seconded by Mr. Royce Maniko, that the Suburban Mobility Authority for Regional Transportation's Board of Directors proceed as recommended by General Counsel.

DISCUSSION:
NONE

VOTE: THE MOTION CARRIED.

12. Board Member Business

DISCUSSION:
Mr. Royce Maniko informed meeting attendees of updates for the Toledo Metropolitan Area Council of Governments. They have supported rail expansion from Toledo to Detroit, and there is an upcoming meeting to discuss that, along with other plans. He provided a document with further information and urged SMART staff to attend the meeting in question.

13. Adjournment

There being no further business to come before the Board, the meeting was adjourned at 2:52 P.M. upon a motion made by Mr. Royce Maniko, seconded by Mr. Assad Turfe, and unanimously carried.

Respectfully submitted,

Tiffany Martin-Patterson
Board Administrator

MEMORANDUM

TO: SMART Board of Directors

FROM: Chairperson

DATE: October 22, 2026

SUBJECT: Election of Officers to the SMART Board of Directors: 2026/2027

agenda item

DATE:	October 22, 2026	DISPOSITION SOUGHT:	Board Approval
TO:	SMART Board of Directors	SUBMITTED BY:	General Counsel
FROM:	General Counsel	APPROVED BY:	General Manager

SUBJECT: Election of Officers to the SMART Board of Directors: 2026-2028 Term

RECOMMENDATION

In accordance with the SMART Board's By-Laws, Article III Sections 2 and 3, the Officers of the Board, Chairperson and Vice-Chairperson, are to be elected at its October meeting.

DISCUSSION

At its July 23, 2026, Regular Board meeting, in accordance with the Board By-Laws, Article III Section 3, the Chairperson of the SMART Board of Directors, with the concurrence of the full Board, appointed Ms. Sheila Cote as Chairperson, Dr. Curtis Ivery, and Ms. Diana McBroom to its Nominating Committee. The Committee was charged with selecting nominees for Officers of the 2026-2028 Board. The Committee met and considered the matter prior to the Board's Regular August meeting. Further, at its August 2026 Regular meeting, the Board of Directors accepted the Committee's nominations of Oakland County Board member, Mr. Eli Cooper, as Chairperson of the SMART Board of Directors and Wayne County Board member, Mr. Assad Turfe, as Vice-Chairperson of the SMART Board of Directors.

After entertaining further nominations from the floor prior to the election of officers, the SMART Board will vote on the Board's Committee nominations of Board member Cooper for Chairperson and Board member Turfe for Vice-Chairperson (along with any other nominations received from the floor) of the SMART Board of Directors.

ATTACHMENTS

- Resolution

SUBURBAN MOBILITY AUTHORITY FOR REGIONAL TRANSPORTATION

RESOLUTION

Election of Officers to the SMART Board of Directors: 2026-2028 Term

Whereas, Article III Sections 2 and 3 of the SMART Board of Directors' By-Laws require the SMART Board to replace Officers of the Board every two years, and,

Whereas, The Board previously approved the Chairperson's appointment of a Nominating Committee that has now met, conferred, and recommended nominees to the full Board; and,

Whereas, The Board Chairperson has called for nominations from the floor; and,

Whereas, The Board of Directors has accepted and considered all such nominations for Chairperson and Vice-Chairperson; now therefore be it

Resolved, That the Board of Directors of the Suburban Mobility Authority for Regional Transportation hereby elects Mr. Eli Cooper of Oakland County as Chairperson of the SMART Board of Directors and Mr. Assad Turfe of Wayne County as Vice-Chairperson of the SMART Board, for a term of two years per the By-Laws, Article III.

CERTIFICATE

The undersigned, duly qualified Board Administrator of the Suburban Mobility Authority for Regional Transportation, certifies that the foregoing is a true and correct copy of the resolution adopted at a legally convened meeting of the Board of the Suburban Mobility Authority for Regional Transportation on October 22, 2026.

_____ _____

Date Board Administrator

MEMORANDUM

TO: SMART Board of Directors

FROM: Chairperson

DATE: October 22, 2026

SUBJECT: Public Participation

MEMORANDUM

TO: SMART Board of Directors

FROM: Chairperson

DATE: October 22, 2026

SUBJECT: Chairperson's Report

MEMORANDUM

TO: SMART Board of Directors

FROM: Chairperson

DATE: October 22, 2026

SUBJECT: General Manager's Report

MEMORANDUM

TO: SMART Board of Directors

FROM: SMART Staff

DATE: October 22, 2026

SUBJECT: New Business

agenda item

DATE: October 22, 2026
TO: SMART Board of Directors
FROM: VP of Human Resources
DISPOSITION SOUGHT: Board Approval
SUBMITTED BY: Human Resources
APPROVED BY: General Manager

SUBJECT: Approval of Labor Agreement with Amalgamated Transit Union (ATU) Local 1564 – Bus Operators and ATU Clerical Units

SUMMARY

The Suburban Mobility Authority for Regional Transportation (SMART) Policy Number 15, Relationship of General Manager and Board in Labor Relations Matters, Section IV states: "After negotiations have been completed on the collective bargaining agreement, the General Manager shall, at a public meeting, present the Board with a resolution requesting approval for the General Manager to enter into the Collective Bargaining Agreement(s) on behalf of the Authority." Accordingly, Board approval is sought.

DISCUSSION

In August of 2025, the bargaining teams for both management and union representatives began to negotiate a collective bargaining agreement to replace the agreement, which expired on December 31, 2025. As the parties had not reached a new agreement by the expiration date, SMART and ATU Local 1564 entered into a series of Interim Successor Agreements and continued the negotiations process. Finally, a tentative agreement for a new collective bargaining agreements was reached between the parties on October 7, 2026.

The membership of Amalgamated Transit Union, Local 1564 ratified their collective bargaining agreements on October 20, 2026. The new agreements include the following economic changes:

Duration (Operators and Clerical Unit):

- October 20, 2026 – December 31, 2028

Wages (Operators and Clerical Unit):

- A base wage increase of 3% the first payroll period after date of ratification – October 20, 2026
- A base wage increase of 3% on January 1, 2027
- A base wage increase of 3% on January 1, 2028

Ratification Bonus (Operators and Clerical Unit):

- A one-time Ratification Bonus of two-thousand dollars ($2,000) will be paid to all employees represented by Amalgamated Transit Union Local 1564 after the ratification of the labor agreement who are currently employed by SMART as of the date of ratification and the date of payout.
- The date of payout for the Ratification Bonus shall be within thirty (30) calendar days after approval of the new Labor Agreements by SMART's Board of Directors.

Memorandum of Understanding/Attendance Incentive Program (Operators and Clerical Unit)

- Reduce the number of hours required to qualify for the quarterly incentive payment from 480 to 470 straight time hours worked by the employee.

Paid Holidays (Operators Unit Only)

- All "Sunday-Holiday" Operators who work on the day of the holiday will be paid time and one-half for all hours worked on that day (previously hours worked by "Sunday-Holiday" Operators were paid at the straight time base wage rate).

Paid Sick Leave Benefits (Operators Unit Only)

- Increase Sickness and Accident Benefits from $400 per month to $450 per month. Operators must complete the Probationary Period and have a minimum of six (6) months of service to be eligible for the benefit.
- Sick Leave Time Accruals for Operators before their first year anniversary and before their 11th year anniversary - Increase Sick Leave Time accruals from 32-48 hours each calendar year to 6 hours each month up to a maximum of 72 hours each calendar year.
- Sick Leave Time Accruals for Operators entering their 11th year anniversary and thereafter – Increase Sick Leave Time accruals from 64 hours each calendar year to 1 Day (8 hours) each month up to a maximum of 72 hours each calendar year.

Personal Leave Time/Sick Leave Time/Vacation Leave Time – Compliance with the Michigan Earned Sick Time Act (MESTA)

- Employees may request to use either Personal Leave, Sick Leave or Vacation Leave time for MESTA qualifying reasons up to a combined total of seventy-two (72) hours annually from sick, personal, and vacation banks.

Changes to Attendance Policy – Compliance with the Michigan Earned Sick Time Act (MESTA)

- New policy effective first day of the calendar month at least 30 days after ratification and approval by the SMART Board of Directors (December 1, 2026).
- The policy allows employees to be absent for qualifying reasons protected under the Michigan Earned Sick Time Act (MESTA) (Sick Leave, Personal Leave, Vacation Leave) for up to seventy -two (72) hours each calendar year without penalty. This allotment was fifty-six (56 hours) each calendar year under the previous attendance policy.
- Employees who exhaust the seventy-two (72) hour MESTA allotment before the end of a calendar year may still request to use paid time with pre-approval by management in advance.
- Employees may continue to request to use available paid Sick Leave time after exhausting the seventy-two (72) hour MESTA allotment before the end of the calendar year provided, they secure pre-approval. Reducing the amount of time an employee must secure pre-approval for paid Sick Leave from eight (8) hours to three (3) hours.

Paid Sick Time for Part-Time Employees (MESTA) (Operators Only)

- Provide Part-Time Operators with paid Sick time for qualifying reasons as defined in the Michigan Earned Sick Time Act (MESTA) at the rate of one (1) hour for every thirty (30) hours worked up to a maximum of seventy-two (72) hours each calendar year. Sick time may be used for qualifying reasons as defined in the MESTA.
- Part-Time Operators may continue to request to use available paid Sick Leave time after exhausting the seventy-two (72) hour MESTA allotment before the end of the calendar year provided, they secure pre-approval three (3) hours in advance.

SMART Equal Employment Opportunity (EEO) Policy

- Revise incorporated Article 4 to coincide with SMART's EEO Policy adopted by the Board of Directors.
- Publish SMART's EEO Policy statement adopted by the SMART Board of Directors on March 26, 2026, in the back of the new labor contract book.

Commercial Driver's License Policy.

- New Commercial Driver's License Policy for all employees in the ATU 1564 Bus Operators Unit which requires special licensing pursuant to Federal and State regulations and all employees in job classifications represented by ATU 1564 Clerical Unit. which require special licensing pursuant to Federal and State regulations. The new policy will be published in the back of the new labor contract books for each bargaining unit.

The resolution now brought before the Board is for the purpose of approving these agreements (Bus Operators and Clerical Unit) between the Suburban Mobility Authority for Regional Transportation and the Amalgamated Transit Union, Local 1564, effective October 20, 2026, through December 31, 2028.

RECOMMENDATION

Staff and outside counsel recommend Board approval of the agreement as being in the best interest of the Authority.

ATTACHMENT

1. Resolution

SUBURBAN MOBILITY AUTHORITY FOR REGIONAL TRANSPORTATION

RESOLUTION

Approval of Labor Agreement Between the Suburban Mobility Authority for Regional Transportation and the Amalgamated Transit Union, Local 1564 Operators Unit and Clerical Unit

Whereas, The Suburban Mobility Authority for Regional Transportation notified the Amalgamated Transit Union (ATU), Local 1564, of its intent to modify the present Agreements which expired December 31, 2025; and

Whereas, The bargaining teams for both management and labor have met to negotiate an agreement; and

Whereas, A tentative agreement for a new collective bargaining agreements was reached between the Suburban Mobility Authority for Regional Transportation and Amalgamated Transit Union, Local 1564 on October 7, 2026.

Whereas, The membership of Amalgamated Transit Union, Local 1564, Bus Operators Unit and Clerical Unit ratified the proposed collective bargaining agreements on October 20, 2026; and

Whereas, The General Manager of the Suburban Mobility Authority for Regional Transportation approves of the Agreement; now, therefore, be it

Resolved, That the Board of Directors of the Suburban Mobility Authority for Regional Transportation approves the Agreements between the Amalgamated Transit Union, Local 1564, Operators Unit and Clerical Unit, and the Suburban Mobility Authority for Regional Transportation, effective October 20, 2026, through December 31, 2028, and hereby authorizes the General Manager to enter into and execute said agreements.

CERTIFICATE

The undersigned, duly qualified Board Administrator of the Suburban Mobility Authority for Regional Transportation, certifies that the foregoing is a true and correct copy of the resolution adopted at a legally convened meeting of the Board of the Suburban Mobility Authority for Regional Transportation on October 22, 2026.

_____ _____

Date Board Administrator

agenda item

DATE: October 22, 2026
TO: SMART Board of Directors
FROM: VP of Human Resources
DISPOSITION SOUGHT: Board Approval
SUBMITTED BY: Human Resources
APPROVED BY: General Manager

SUBJECT: Authorization to Implement a Wage Increase for Non-Represented Employees

RECOMMENDATON

That the Board adopt the attached resolution authorizing wage increases for non-represented employees, and authorizing a wage increase for SMART's General Manager, effective October 26, 2026.

DISCUSSION

SMART is updating its compensation package for non-represented employees. These changes have been included in the FY 2027 budget and include:

Wages

- 3.0% wage increase for our non-represented employees effective Monday, October 26, 2026.

ATTACHMENT

- Resolution

SUBURBAN MOBILITY AUTHORITY FOR REGIONAL TRANSPORTATION

RESOLUTION

Authorization to Implement a Wage Increase for Non-Represented Employees

Whereas, The Suburban Mobility Authority for Regional Transportation has included in the Fiscal Year 2027 budget changes in employee compensation for its non-represented employees; and

Whereas, A 3.0% wage increase will be effective on Monday, October 26, 2026; now, therefore be it

Resolved, That the General Manager of the Suburban Mobility Authority for Regional Transportation is hereby authorized to provide a 3.0% wage increase to non-union employees, and that the Employment Agreement by and between the Suburban Mobility Authority for Regional Transportation and Tiffany Gunter be amended to reflect a 3.0% increase to her salary, effective Monday, October 26, 2026.

CERTIFICATE

The undersigned, duly qualified Board Administrator of the Suburban Mobility Authority for Regional Transportation, certifies that the foregoing is a true and correct copy of the resolution adopted at a legally convened meeting of the Board of the Suburban Mobility Authority for Regional Transportation on October 22, 2026.

_____ _____

Date Board Administrator

SMART

agenda item

DATE: October 22, 2026
TO: SMART Board of Directors
FROM: Chief Information Officer
DISPOSITION SOUGHT: Board Approval
SUBMITTED BY: General Manager
APPROVED BY: Certification Committee

SUBJECT: Authorization to Award a Contract for Microsoft 365 Licensing and Firewall Protection

RECOMMENDATION

That the Board adopt the attached resolution authorizing the award of a contract:

- for M365 SaaS Office Licenses and Firewall Protection
- to CDW Government, Inc., located at 625 West Adams St., Chicago, IL 60661
- for a three-year contract beginning November 1, 2026, through October 31, 2029
- with a total not-to-exceed amount of $1,382,460.36

DISCUSSION

SMART's current Microsoft licensing (i.e., email, calendaring, and office tools such as Microsoft Office) will expire on October 31, 2026. This contract will renew and increase the number of licenses beginning November 1, 2026. Additionally, this contract will include added firewall protection for SMART. The licensing and protection will allow employees to conduct SMART business securely and efficiently.

PROCUREMENT PROCESS

Procurement Method: ☐ Sealed Bid ☐ Proposal ☐ Quote ☐ Sole Source ☒ Other

Rationale for Award: SMART Board Policy allows for purchases from state or local government purchasing contracts. This practice creates economies of scale, reduces procurement lead times, and reduces administrative effort and expense. SMART participates in the State of Michigan – MiDeal Purchasing Program. The State of Michigan has awarded a contract for the Michigan Master Computing Program, which includes Microsoft Licensing and Firewall Protection, to CDW Government, Inc. The State of Michigan's Department of Technology, Management, & Budget's Procurement office completed an evaluation via a Request for Proposal (RFP No. MA071B6600110C). An award was made to a responsive and responsible bidder, CDW Government, Inc. The price has been determined to be fair and reasonable.

FUNDING & COSTS

The project is funded via: Operating

Description	Not to Exceed Amount
Microsoft 365 Licensing and Firewall Protection: November 1, 2026, through October 31, 2027	$460,820.12
Microsoft 365 Licensing and Firewall Protection: November 1, 2027, through October 31, 2028	$460,820.12
Microsoft 365 Licensing and Firewall Protection: November 1, 2028, through October 31, 2029	$460,820.12
Total	$1,382,460.36

ATTACHMENTS

- Resolution

/MB

SUBURBAN MOBILITY AUTHORITY FOR REGIONAL TRANSPORTATION
RESOLUTION

Authorization to Award a Contract for Microsoft 365 Licensing and Firewall Protection

Whereas, The Suburban Mobility Authority for Regional Transportation (SMART) has a need for Microsoft 365 Licensing and Firewall Protection; and

Whereas, SMART is seeking Board approval to purchase M365 SaaS Office Licenses (i.e., email, calendaring, and office tools such as Microsoft Office). This contract will renew and increase the number of licenses beginning November 1, 2026, through October 31, 2029; and

Whereas, The contract will also include added firewall protection for SMART. The licensing and protection will allow employees to conduct SMART business securely and efficiently; and

Whereas, SMART Board Policy allows participation in state or local government purchasing contracts. This practice creates economies of scale, reduces procurement lead times, and reduces administrative effort and expense. SMART participates in the State of Michigan – MiDeal Purchasing Program; and

Whereas, The State of Michigan has awarded a contract for the Michigan Master Computing Program for SaaS licensing to CDW Government, Inc., based on a competitive solicitation in accordance with all State and Federal regulations. The price has been determined to be fair and reasonable through an evaluation process conducted by the State of Michigan.

Whereas, The Vice President of Finance is satisfied that CDW Government, Inc. has the potential to perform under the contract terms and conditions; and

Whereas, The EEO Department is satisfied that CDW Government, Inc. is in compliance with the equal opportunity/affirmative action policies of the Federal and State governments and the affirmative action policies of SMART; and

Whereas, The project is funded via: Operating funds; now, therefore be it

Resolved, That the General Manager of Suburban Mobility Authority for Regional Transportation is hereby authorized to award a contract for Microsoft 365 Licensing and Firewall Protection to CDW Government, Inc. for three years, beginning November 1, 2026, through October 31, 2029, with a yearly not to exceed amount of $460,820.12, for an aggregate total not to exceed amount of $1,382,460.36.

CERTIFICATE

The undersigned, duly qualified Board Administrator of the Suburban Mobility Authority for Regional Transportation, certifies that the foregoing is a true and correct copy of a resolution adopted at a legally convened meeting of the Board of the Suburban Mobility Authority for Regional Transportation held on October 22, 2026.

_____ _____

Date Board Administrator

MEMORANDUM

TO: SMART Board of Directors

FROM: Chairperson

DATE: October 22, 2026

SUBJECT: Board Member Business

MEMORANDUM

TO: SMART Board of Directors

FROM: Chairperson

DATE: October 22, 2026

SUBJECT: Adjournment