



TRINITY METRO ADOPTED BUDGET

FY26





GOVERNMENT FINANCE OFFICERS ASSOCIATION

*Distinguished
Budget Presentation
Award*

PRESENTED TO

**Fort Worth Transportation Authority dba Trinity
Metro
Texas**

For the Fiscal Year Beginning

October 01, 2024

Christopher P. Morrill

Executive Director

Fiscal 2026 Business Plan and Budget

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Dear Chairman Davis and Members of the Board:

We are pleased to present the Proposed FY26 budget for Trinity Metro. This document outlines the operational strategy and embraces our commitment to providing simple, safe, and innovative transportation services. The budget is aligned to meet the transportation demands of our rapidly growing community through service enhancements and capital infrastructure investments. It provides funding for operational priorities such as Fédération Internationale de Football Association (FIFA), a new color route, and keeps Trinity Metro’s benefits competitive in the marketplace.

Revenues are conservatively budgeted. Sales tax from Fort Worth, Grapevine, and North Richland Hills increases 2.1% over the FY25 Adopted Budget and represents 59% of total revenues including federal grants. Federal grants are the second largest revenue source and represent 27% of total revenues. There are two noteworthy one-time revenues in FY26: \$6 million for the DART Silver Line to DFW International Airport and \$12.5 million for TRE locomotive financing. Excluding federal grants and one-time revenues, the remaining revenues increase 1.5% over the FY25 Adopted Budget.

Core expenditures, excluding capital and financing costs, grow by 4.6%. The proposed budget provides funding for routine capital maintenance such as 15 CNG buses to replace aging vehicles and safety/security items such as barrier doors on the buses as well as TRE platform camera replacement. There are no staffing increases in FY26.

Thank you for your continued support and partnership.

Sincerely,

Richard Andreski Greg Jordan
President & CEO Chief Financial Office

Board of Directors:

Jeff Davis, Chairman
Sharla Horton, Secretary
Richard Andreski, President & Chief Executive Officer

Teresa Ayala
Will Churchill
Michael Crain
Isaac Manning
John Hinojosa
Chris Nettles
Rachel Navejar Phillips
Benjamin Robertson
Mike Oakley

Budget Department

Greg Jordan, Chief Financial Officer
Eva Williams, Director of Budget and Grants
Renata Snipes, Budget and Treasury Manager
Alex Ingebritson, Budget Analyst

Trinity Metro Updated Mission, Vision, and Values Statements

Mission Statement: Connecting people to life.

Vision Statement: The preferred choice for simple, safe, and innovative mobility services.

Values we believe in:

- Innovation
- Safety
- Reliability
- Sustainability
- Fairness
- Integrity

Fiscal 2025 Accomplishments

The following is a list of accomplishments achieved by Trinity Metro during fiscal 2025. This list represents the more significant accomplishments of the organization and it includes those which relate to Trinity Metro's mission statement and the expressed organizational goals which formed the basis of the Business Plan. It is important to understand the organization's most recent accomplishments in order to gain an understanding of what needs to be accomplished in fiscal 2026 and beyond.

Major Accomplishments in Fiscal 2025

- Increase annual ridership to 8,039,850 rides, a 2.5% increase over FY24.
- Negotiated a new 4-year collective bargaining agreement.
- Hired new Chief of Strategy and publish Trinity Metro 5-Year Strategic Action plan.
- Doubled TEXRail mid-day service by reallocating resources from less productive overnight hours.

Completion of Major Capital Projects in Fiscal 2025

- Trinity Metro Bikes: Launched new fleet of bikes and rebranded Trinity Metro Bikeshare to Trinity Metro Bikes.
- Blue Line Bus Route: Launched Blue Line on June 8, 2025 with 49% increase in trips during summer period year over year.

Fiscal 2026 Goals

Sustainability

- Develop and implement a Capital Maintenance Plan consistent with Trinity Metro's Transit Asset Management Plan to ensure long-term reliability of services.

Sustainability

- Ridership: Increase annual ridership to 8.4 million trips, equal to a 4.5% increase year over year.

Innovation, Sustainability

- Finalize funding plan and secure agreements for TEXRail to Medical District Extension with supporting cash flow to enable groundbreaking.

Sustainability, Innovation

- Hire Economic Development Director and complete Transit Oriented Development Study.

Safety

- Implement de-escalation training for frontline workers for both bus operators and customer service staff.
- Install heavy duty bus operator barrier doors on 50% of the fleet.

Process for Creating Strategic Goals

Trinity Metro's strategic goals are decided on by its executive leadership team and were designed to align with its Mission, Vision, and Values. Strategic goals are presented to the Board of Directors at the beginning of the fiscal year to then be approved and implemented.

Action Plan

Trinity Metro will focus on embodying its newly adopted Mission, Vision, and Values to ensure a culture of innovation, safety, reliability, sustainability, fairness, and integrity. By doing so we as an organization will tackle each fiscal 2026 goal in a timely and efficient manner.

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Fiscal 2026 Business Plan Introduction

Overview

The Fort Worth Transportation Authority dba Trinity Metro is a regional transportation authority of the State of Texas, created pursuant to Chapter 452 of the Texas Transportation Code, and confirmed by a public referendum on November 8, 1983. At the time of inception, a \$.0025 or one-fourth cent sales tax was imposed on certain retail sales within the City of Fort Worth in order to provide a stable funding source for mass transit operations. As called for on the original ballot, the sales tax rate was increased to \$.0050 or one-half cent in January 1989. For the first several years of its existence, Trinity Metro provided services only to Fort Worth. However, in November 1991, voters in the City of Lake Worth approved a \$.0050 or one-half cent sales tax rate increase for the purpose of joining the transportation system. The communities of Blue Mound and Richland Hills followed suit in May of 1992. Effective September 13, 2003, voters in the City of Lake Worth elected to withdraw as a member of the transportation system. Effective November 8, 2016, voters in the City of Richland Hills elected to withdraw as a member of the transportation system.

On November 7, 2006, voters in the City of Grapevine elected to approve a \$.0050 or half-cent sales tax increase for Economic Development (4B), of which Trinity Metro will receive \$.0038 or three-eighths cent sales tax for the construction and operation of a commuter rail through Fort Worth, Grapevine, and into DFW Airport. This is a significant milestone in support of public transportation in Tarrant County. This action by the Grapevine citizens marks the first time in 15 years that a new city has joined with Trinity Metro, which will help make public transit options available on a regional basis.

Trinity Metro has specific legal authority defined in the State enabling legislation. Effective October 1, 2015, the nine-member Board of Directors was increased to eleven members, with eight members appointed by the Fort Worth City Council and three members appointed by the Tarrant County Commissioners Court. The Board of Directors establishes policies, reviews and adjusts services, develops and maintains a long-range service plan, approves all purchases exceeding \$50,000, and ratifies Trinity Metro's Operating and Capital Budgets.

The President & Chief Executive Officer is a Trinity Metro employee who works directly for the Board of Directors.

On January 29, 2018, the Board of Directors approved a change in the name and logo of the Fort Worth Transportation Authority from "The-T" to Trinity Metro for marketing purposes. The purpose of the change was to convey the forward-thinking of the Transit Master Plan. Although the authority has begun doing business as Trinity Metro the authority is still legally the Fort Worth Transportation Authority.

Trinity Metro’s Service Area

Demographics

Trinity Metro’s service area includes the city of Fort Worth, located in Tarrant County, an urban county located in north-central Texas. The area encompasses 865 square miles and excludes Grapevine. Tarrant County’s 2023 population was 2,182,947. The Texas Demographic Center projects Tarrant County’s population for 2024 to be 2,224,584 and for its 2025 to be 2,260,330. Tarrant County is the third-most populous county in the state of Texas, behind Dallas and Harris Counties with populations of 2,716,721 and 5,115,154 respectively.

Key Demographic Facts	
Medium Age	35.4
High School graduate or Higher	87.6%
Bachelor's Degree or Higher	35.4%
Individuals Below Poverty Level	11.5%
Medium Household Income	\$85,197
Foreign Born Population	16.7%
Veterans	97,307

Source: United States Census Bureau

As the table below shows, the people who make up the population of Fort Worth and the rest of Tarrant County come from a wide variety of different cultures and backgrounds, many of whom are born in the area and many who have moved here and now call this home.

Race and Hispanic Origin	
White alone, (a)	46.7%
Black or African American alone, (a)	17.7%
Asian alone, (a)	6.7%
Native Hawaiian and Other Pacific Islander, (a)	0.1%
American Indian and Alaska Native alone, (a)	0.6%
Two or More Races	21.0%
Hispanic or Latino, (b)	31.0%
White Alone, not Hispanic or Latino	40.0%

Source: United States Census Bureau

(a) Includes persons reporting only one race

(b) Hispanics may be of any race, so also are included in applicable race categories

Economy

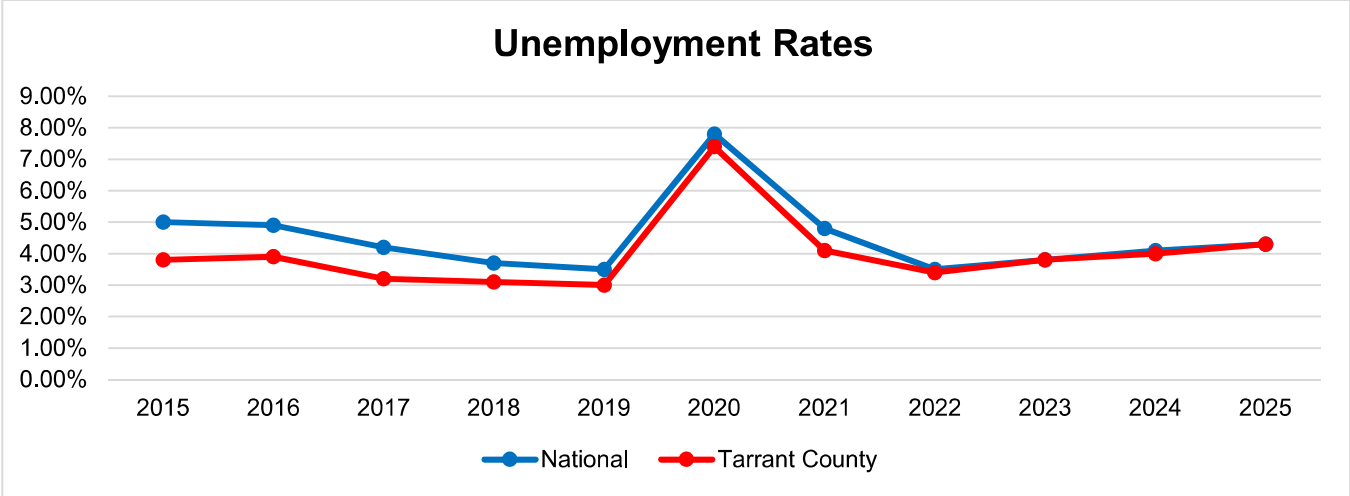
Employment in the region remains robust. According to the U.S. Bureau of Labor Statistics, total nonfarm employment in the Dallas-Fort Worth-Arlington metropolitan area increased by 46,800 over the year in May 2025, marking a 1.1% growth rate, slightly below the national increase of 1.4%.

These developments underscore Fort Worth’s ongoing commitment to economic diversification and growth, solidifying its status as a vibrant center for business and innovation.

Largest Employers in Tarrant County	
Company	Employees
Lockheed Martin Corp	18,700
Parkland Memorial Hospital	14,831
Dallas Fort Worth International Airport	14,000
UT Southwestern Kern Wildenthal	12,600
Naval Air Station Joint Reserve Base Fort Worth	10,500
State Farm	10,000
University of North Texas	8,891
UT Southwestern Medical Center at Dallas	8,093
Charles Schwab Corp	7,900
L3 Technologies Aerospace Systems	6,500

*Data from North Central Texas Council of Governments
Regional Data & Analysis Center 2025*

The national unemployment rate for August 2025 was 4.3%. The unemployment rate for Tarrant County was 4.3%. The table below shows a comparison of the national unemployment rate compared to the unemployment rate in Tarrant County.



Data from Bureau of labor Statistics

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
National	5.00%	4.90%	4.20%	3.70%	3.50%	7.80%	4.80%	3.50%	3.80%	4.10%	4.30%
Tarrant County	3.80%	3.90%	3.20%	3.10%	3.00%	7.40%	4.10%	3.40%	3.80%	4.00%	4.30%

Local History and Culture

Established in 1849 as an army outpost overlooking the Trinity River, Fort Worth evolved from a modest settlement into a bustling town, notably serving as a key stop along the Chisholm Trail. This pivotal role positioned the city at the heart of cattle drives and the ranching industry, earning it the enduring nickname “Cowtown.” Today, the Historic Stockyards preserve and celebrate this rich cowboy heritage, offering residents and visitors alike a glimpse into the city’s storied past.

The population of Fort Worth has seen remarkable growth, with estimates indicating approximately 1,033,932 residents as of 2025, making it the 10th largest city in the United States and the fourth largest in Texas. This expansion reflects the city’s appeal as a desirable place to live, work, and conduct business. Fort Worth consistently ranks among the top places in the nation for quality of life, attracting individuals from across the country and around the world. The city’s residents are known for their genuine friendliness and spirited demeanor, contributing to a diverse and welcoming community.

Arts and Education

Fort Worth’s commitment to arts and education is evident in its well-established institutions and cultural offerings. The city is served by multiple independent school districts and is home to several institutions of higher learning, providing outstanding educational opportunities from kindergarten through college.

The Cultural District, located west of downtown Fort Worth, is a testament to the city’s dedication to the arts. This area houses renowned institutions such as the Amon Carter Museum of American Art, the Kimbell Art Museum, and the Modern Art Museum of Fort

Worth. These venues offer residents and visitors access to world-class art collections and exhibitions. The district is also home to various restaurants, entertainment venues, parks, and trails, making it a vibrant center for cultural engagement.

Fort Worth's blend of historical significance, cultural richness, and educational excellence continues to make it a dynamic and appealing city for both residents and visitors

Recreation

As of September 2025, Tarrant County offers a vibrant array of recreational opportunities, seamlessly blending urban amenities with natural beauty. The City of Fort Worth maintains 310 parks encompassing approximately 13,462 acres of parkland. Among these, the Fort Worth Botanic Gardens and the Fort Worth Water Gardens stand out as premier attractions, providing serene environments for families and friends to gather and appreciate the city's scenic offerings.

For outdoor enthusiasts, the Trinity Trails system has expanded to over 100 miles of trails, winding along the Trinity River and its tributaries. These trails are popular among bikers, joggers, and picnickers, offering diverse routes that connect various parts of Tarrant County.

In addition to its natural attractions, Fort Worth boasts numerous shopping malls and centers, catering to a wide range of retail needs and enhancing the city's commercial recreation landscape. Whether exploring the great outdoors or indulging in urban experiences, Tarrant County ensures there's never a dull moment for residents and visitors alike.

Business

Fiscal 2025 Disadvantaged Business Enterprise (DBE) Goals

As a recipient of Federal Transit Administration (FTA) funding, Trinity Metro is required to have in place a Disadvantaged Business Enterprise (DBE) program, which is designed to remedy the effects of past discrimination and facilitate the participation of disadvantaged owned businesses in Trinity Metro's federally funded contracts.

Trinity Metro is also required by the FTA to set an overall annual goal for DBE participation in federally assisted contracting in accordance with USDOT regulation, 49 CFR Part 26.

The DBE overall goal-setting process is required every three years for all Tier II FTA grantees who expect grant awards in excess of \$670,000 in FTA-assisted contracts, and it must conform to the FTA's goal-setting process as outlined by 49 CFR Part 26. The FTA does not approve the DBE overall goal of grantees; however, the FTA does review and approve the methodology used to calculate the goal. Due to recent changes made to the DBE program, Trinity Metro does not currently have a DBE goal, but will post the goal, when the changes to the program are finalized.

Fiscal 2025 Federal Grants

Grants administration receives Federal funding for a variety of projects that range from rail construction projects, bus capital, transit enhancements, facilities maintenance and enhancements, and paratransit operations. In fiscal year 2025, Trinity Metro managed over \$77 million in obligated Federal funds. The Grants Analyst is responsible for identifying funding opportunities to support capital and operating projects and programs as well as managing and monitoring the implementation of awarded grant funds and compliance of grant-funded programs. The following are the fiscal year 2026 goals for the grants department:

- **Maximize grant funding:** Secure and utilize the full potential of grant opportunities to support operational and capital needs.
- **Research non-traditional funding opportunities:** Explore and identify alternative funding sources to supplement traditional grants.

Facilities

Fort Worth Central Station (FWCS) at 9th and Jones Streets in downtown Fort Worth, is Trinity Metro's primary transit center which provides customers with options for transfers between services, purchasing tickets, and receiving traveler information. From FWCS riders can connect to Trinity Metro's bus services, Trinity Metro Bikes, TRE, and TEXRail. Amtrak, Greyhound Bus Lines, and Subway restaurant also lease space at the FWCS. The Community Room is located on the second floor of the FWCS and is available to rent for meetings and conferences, with a maximum capacity of 170.

The Hershel R. Payne Transportation Complex (HRP) at East Lancaster and Pine Streets, is a consolidated bus facility completed in 1997 and is located just east of downtown Fort Worth. It serves as Trinity Metro's bus maintenance and operations center.

The Grove Street building on Grove and East 7th Streets, is a five-story, 49,815 square foot building built in 1908, and newly renovated in 2010. In August 2017, Trinity Metro purchased the building with plans to convert the building into its new headquarters. Trinity Metro moved into its new headquarters in December 2021.

Trinity Metro owns and operates three bus transfer centers:

- Dr. Dennis Dunkins Transfer Center at 4104 East Lancaster Avenue
- La Gran Plaza Transfer Center at 4200 South Freeway
- Sierra Vista Transfer Center at 1500 E Berry Street

In addition, there are convenient transfer points with multiple routes adjacent to Hulen Mall and Ridgmar Mall. These facilities provide comfortable passenger amenities, while efficiently transferring our customers to other parts of Trinity Metro's service area.

Where possible, the bus system connects to the rail stations in our network. There are five TRE stations in Tarrant County:

- **Texas and Pacific (T&P) Station** at Lancaster and Throckmorton Streets
- **Fort Worth Central Station (FWCS)** at 9th and Jones Streets
- **Trinity Lakes Station** located off Trinity Lakes Boulevard and Interstate 820
- **Bell Station** at Bell Helicopter Boulevard on Highway 10
- **CentrePort/DFW Airport Station** off Highway 360 just south of Dallas/Fort Worth (DFW) Airport

There are nine TEXRail stations, two of which, the T&P Station and the FWCS, provide direct transfers to TRE. The TEXRail stations include amenities such as canopies/shelters, windscreens, seating, trash receptacles, landscaping, signage, ticket vending machines, lighting and security cameras.

The other seven stations are as follows:

- **North Side Station** at 2829 Decatur Avenue
- **Mercantile Center Station** at 4233 North Beach Street
- **North Richland Hills / Iron Horse Station** at 6351 Iron Horse Boulevard
- **North Richland Hills / Smithfield Station** at 6420 Smithfield Road
- **Grapevine / Main Street Station** at 801 South Main Street
- **DFW Airport North Station** at 1867 Dallas Road
- **DFW Airport Terminal B Station** at Dallas/Fort Worth International Airport

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Budget Introduction

The adopted fiscal 2026 operating budget meets key financial standards established by Trinity Metro's Board of Directors to ensure a sound financial future. Total operating revenue (excluding capital grants) for fiscal 2026 is budgeted at \$203.3 million. Sales tax-based revenues and grant revenues are Trinity Metro's main sources of revenue representing approximately 59% and 27%, respectively, of the total operating revenue budget. Operating expenses for fiscal 2026 are budgeted at \$174.1 million.

Budget

Trinity Metro's budget continues to recognize the importance of efficient and cost-effective service that meets the needs of our customers and community, while maintaining a balanced budget. Trinity Metro defines a balanced budget as expenses/expenditures equaling revenues and budgeted surplus. The fiscal 2026 budget illustrates Trinity Metro's continuing work toward financial stability while striving to achieve strategic objectives. One of the primary objectives of the fiscal 2026 budget is managing cash flows. Managing changes in operating expenses to critical services will help accomplish this goal. The following is a description of Trinity Metro's accounting and budget process and system of controls.

Internal Control Structure

Trinity Metro's management is responsible for establishing and maintaining an effective internal control structure designed to ensure that Trinity Metro's assets are protected from loss, theft, or misuse. Management is also responsible for ensuring that accurate accounting data is compiled to allow for the preparation of financial statements in conformity with generally accepted accounting principles (GAAP) and Government Accounting Standard Board (GASB) standards.

Trinity Metro's accounting system emphasizes the adequacy of internal controls. Internal accounting controls are designed to provide reasonable, but not absolute, assurance regarding the protection of assets against loss from unauthorized use and/or disposition, and the reliability of financial records used to prepare financial statements. The concept of "reasonable assurance" recognizes that the cost of the control should not exceed the benefits likely to be derived. The evaluation of costs and benefits requires estimates and judgements by management.

All internal control evaluations occur within the above framework. Management believes Trinity Metro's internal accounting controls adequately safeguard assets and provide reasonable assurance of proper recording of financial transactions. Management also believes the data accurately and fairly presents Trinity Metro's financial position, results of operations and cash flows, and that all disclosures necessary to enable the reader to gain an understanding of Trinity Metro's financial affairs have been included.

Description of Departments and Funding

The activities of Trinity Metro are similar to those of proprietary funds of local jurisdictions; therefore, they are reported in an enterprise fund. The activities are accounted for, in a single fund, on a flow of economic resources measurement focus. With this measurement focus, all assets and liabilities associated with operations are included in a single fund type. Furthermore, Trinity Metro does not meet the requirements to be included as a component unit in other governmental entities.

The following is a list of all units under Trinity Metro's enterprise fund:

Administration Departments
Accounting
Business Administration
Bus Operations Administration
Bus Radio Control
Bus Street Operations
Customer Support & Solutions
Customer Relations
Envoy Program
Finance
Governmental Relations
Human Resources
Information Technology
Maintenance Administration
Marketing
Material Management
Paratransit Administration
Planning & Scheduling
Procurement
Project Management
Risk & Claims
Safety
Security
TEXRail
TRE
Wellness Center

Operating Departments
Paratransit Maintenance
Paratransit Operations
Body Shop
Electronics Shop
Fixed Route Operations
Mercantile ON-DEMAND
Southside ON-DEMAND
Southeast ON-DEMAND
Northside ON-DEMAND
Northeast ON-DEMAND
Service Rack

Grant Funded Departments
Alliance ON-DEMAND
Jobs Access Vanpool (JARC)
Northeast Tarrant Transportation (NETS)
South Tarrant ON-DEMAND
Tarrant County Transit Services (TCTS)
Vanpool

Basis of Accounting

Trinity Metro's accounting transactions and financial records are accounted for using the accrual basis of accounting. Under the accrual basis of accounting, revenues are generally recognized in the accounting period in which they are earned and expenses are recorded at the time liabilities are incurred. Grants are recorded in the period in which the assistance expenditure is incurred, unless the grants allow "pre-award" costs. In these instances, the revenues are often recognized in a period subsequent to that of the related expenses.

Basis of Budgeting

Trinity Metro maintains control over operating expenses by adopting an annual operating budget. Budgets are prepared on an accrual basis consistent with GAAP and with the entity's audited financial statements.

Financial Policies & Standards

The Board of Directors, to ensure a sound financial future, adopted Trinity Metro's current Financial Policies and Standards on March 17, 2025 with the intent to renew every five years.

1. The Board of Directors ("Board") of the Fort Worth Transportation Authority ("Trinity Metro") shall review and adopt a set of General Financial Standards periodically, but no less frequently than every five years.
2. Financial reporting shall be in accordance with Generally Accepted Accounting Principles (GAAP) and Government Accounting Standards Board (GASB) standards or as otherwise prescribed by law or regulation.
3. The fiscal year-end for financial reporting purposes shall be September 30.
4. Funds of Trinity Metro shall be invested within the Investment Policy guidelines of Board Resolution 2020-01 adopted on October 28, 2019, as revised from time to time, and in compliance with applicable State law, including Section 452.102 of the Texas Transportation Code, Article 717q V.T.C.S., the Texas Public Funds Investment Act, and other applicable law and regulations.
5. An independent accounting firm shall examine at least annually Trinity Metro's financial statements, annual single audit reporting and other financial statements or reports as otherwise required by law or regulation.
6. The Board shall receive a Preliminary Budget for the next fiscal year no later than August of each fiscal year for the upcoming fiscal year. Once accepted by the Board, the Preliminary Budget will be mailed to member cities and be given at least 30 days for comment. The Board shall adopt the Final Budget no later than September 30 of each year.

7. The Board must approve amendments to the operating or capital budget after the final budget is formally adopted. The President/Chief Executive Officer shall have the authority to allocate approved amounts between departments but not to change the overall approved budgeted total expenditures for the fiscal year.
8. The Board shall receive a Five-Year Forecast of operating results and capital asset activity which shall include expenditures for asset replacement and expansion projects and any debt acquisition or service, at least every three years on or before March 31 of the then fiscal year included in the forecasted period.
9. The Board will approve all project or capital expenditures before the amounts are committed if the total for the project or expenditure exceeds \$50,000 or if subsequent revision of costs previously approved exceeds \$50,000.
10. Trinity Metro will maintain cash reserves to accommodate variations in funding resources and cash requirements. These cash reserves will be equal for each annual fiscal reporting period to ten percent of the prior fiscal year's annual sales tax revenues recognized for financial reporting purposes. Any increase or decrease in the reserve as so determined, and revised annually, will be achieved over a five-year period by a ratable increase or decrement to the reserve previously established.
11. The cash reserves of Trinity Metro will be available to meet commitments if such reserves are required to meet funding needs due to variations in funding resources or cash requirements. In such event the Board will approve the expenditure of the reserves.
12. Trinity Metro shall maintain appropriate insurance coverages in light of the Net Position of Trinity Metro.
13. The Net Position of Trinity Metro and, as appropriate, cash balances will include amounts restricted by operating agreements entered into to support the activities of Trinity Metro.
14. Trinity Metro may not enter into a debt or financing agreement unless the transaction is in full compliance with Trinity Metro's enabling statutes, all applicable provisions of the Texas Transportation Code and other applicable laws and regulations.

Cash Management and Investments

Trinity Metro administers a comprehensive cash management program, which includes the effective collection of accounts receivable, the prompt deposit of receipts to Trinity Metro's bank accounts, the timely payment of obligations, and the prudent investment of available cash in accordance with a written investment policy. The policy establishes the following objectives, listed in priority order:

1. Understanding of the suitability of the investment to the financial requirements of Trinity Metro.
2. Safety. Preservation and safety of the invested principal.
3. Liquidity. Trinity Metro's investment portfolio will remain sufficiently liquid to meet all operating requirements and pay obligations at the time due.
4. Marketability of the investment if the need arises to liquidate the investment before maturity.
5. Diversification of the investment portfolio.
6. Yield. Trinity Metro's investment portfolio shall be designed with the objective of attaining a rate of return throughout budgetary and economic cycles commensurate with Trinity Metro's investment risk constraints and the cash flow characteristics of the portfolio.

As provided in State law (Chapter 452 of the Texas Transportation Code and the Texas Public Funds Investment Act), Trinity Metro's investment policy also provides that funds may be invested only in the following:

- A. Obligations of, or guaranteed by, governmental entities, including obligations of the United States or its agencies and instrumentalities;
- B. Certificate of Deposit
- C. Fully collateralized repurchase agreements;
- D. Mutual funds meeting certain specified conditions; or
- E. Investment pools meeting certain specified conditions.

Trinity Metro's investment policy also stipulates the types of financial institutions with which Trinity Metro may make investments and establishes specific collateral and safekeeping requirements.

Development of the Operating and Capital Budgets

Proposed Operating and capital budgets for the upcoming fiscal years are developed from March through August. The budget planning process begins with a budget kick-off where departments are walked through the process and worksheets used for the development of the budget. The budget is then reviewed by Trinity Metro's management during a series of meetings and changes are made as identified. Trinity Metro's management submits annual proposed operating and capital budgets to its Board of Directors in a public meeting held in August. Following discussion of the proposed budget, the Board of Directors adopts a preliminary budget, which is then forwarded to the governing bodies of the participating member cities. After a minimum of 30 days allowed for review by member cities, the Board of Directors adopts the operating and capital budgets in a public meeting held in September.

FY26 Budget Calendar

Date	Description
04/10/2025	FY26 Budget Kick-off – Grove (open to all departments)
04/10/2025	Budget Proposal forms sent out through Laserfiche
04/14/2025	FY26 Budget Kick-off 2 – HRP (open to all departments)
05/16/2025	Budget Proposal forms due back to Finance (Chief Approval)
06/16/2025	Informal Presentation to the Board
08/08/2025	Preliminary budget due to Administration for inclusion in the August meeting
08/18/2025	BOD Meeting - Preliminary Budget considered by the Board
08/22/2025	Distribution of the Preliminary Budget to the member cities of Fort Worth
09/09/2025	Final budget due to Administration for inclusion in the September meeting
09/22/2025	BOD Meeting - Final Budget considered and adopted by the Board

Budgetary Controls

Management’s control of the adopted budget is maintained at the department level. It is the responsibility of each department head to manage the department’s operation so as to ensure that the use of funds is consistent with the goals and programs authorized by the Board of Directors. In addition, the Budget Analyst, and Chief Financial Officer review overall expenses for the organization as a whole to ensure that budgetary parameters are not exceeded.

Trinity Metro also maintains an integrated accounting system for budgetary control, with monthly budget to actual reports distributed to the department heads and their respective Vice Presidents.

Procedure for Amending the Operating and Capital Budget

The President & CEO is authorized to transfer budgeted amounts between departments; however, Trinity Metro’s Board of Directors must approve any revisions that alter the total expenses/expenditures of Trinity Metro. To initiate a supplemental

budget appropriation, a Department Head prepares and presents a formal policy document titled “Action Item” to the Board of Directors in the public, monthly Board meetings. This document provides an explanation of the purpose and the amount of the supplemental appropriation. Once the Board of Directors has approved the appropriation, the adopted budget is increased to add the additional funds.

Operating Budget Summary

The Operating Budget Summary is a comprehensive overview of operating revenues, operating expenses and capital project grant reimbursement revenues. It presents actual financial results for fiscal 2023, fiscal 2024, the fiscal 2025 Adopted Budget, unaudited results for fiscal 2025, and the adopted budget for fiscal 2026. Budgeted expenses and revenues are based on current trends and projected changes in business.

FY26 Operating Budget

(Amounts in 1000s)

Revenue Summary					
Revenue	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Proposed
Sales Tax	123,404	128,970	132,700	133,946	135,546
Operating Grants	52,924	6,252	77,450	55,909	34,623
Farebox	6,647	6,453	6,885	6,285	6,946
Easy Ride & Corporate	662	622	552	603	589
Other Revenue	6,449	7,596	7,906	7,325	25,615
Total Operating Revenue	190,086	149,893	225,492	204,068	203,318
Expense Summary					
Expense	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Proposed
Personnel	53,700	60,446	62,305	61,926	63,882
Services	17,996	19,737	20,883	20,149	21,339
Purchased Transportation	47,910	55,661	64,370	59,050	62,779
Fuels and Lubricants	1,783	1,288	1,679	1,098	1,582
Tires, Tubes, & Parts	4,852	5,161	4,753	4,722	4,515
Supplies	969	1,068	918	465	2,187
Utilities	1,646	2,152	1,822	1,780	2,044
Insurance	5,566	4,876	5,963	5,371	6,570
Taxes and Fees	4	26	34	144	27
Capital Financing	82	77	-	73	8,196
Training Travel					
Membership	957	590	1,044	738	984
Total Operating Expense	135,464	151,084	163,772	155,515	174,104
Net Operating	54,622	(1,191)	61,720	48,554	29,214

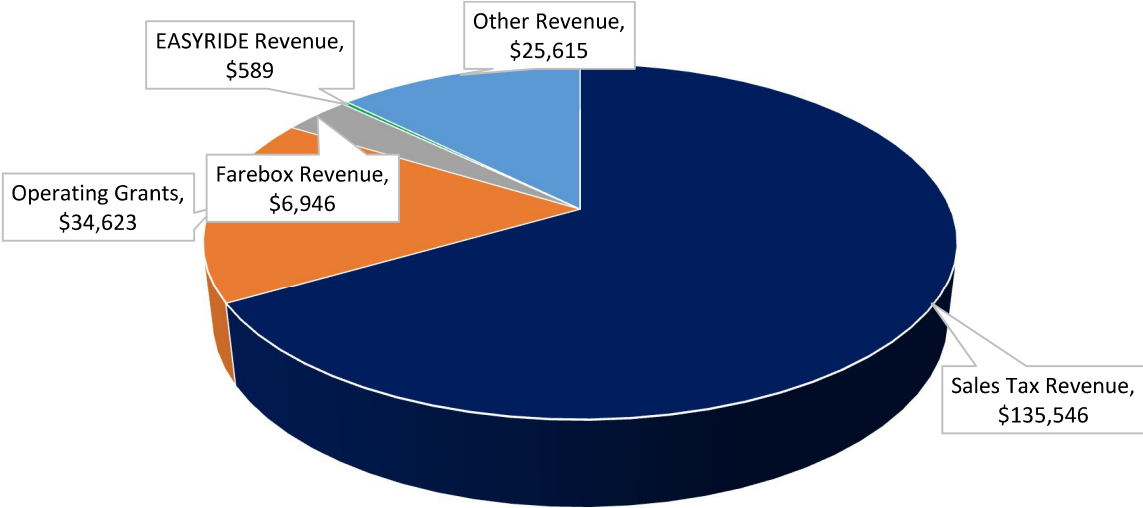
Revenues

Operating Revenues

Trinity Metro’s operating revenue is defined as total revenue less capital grant reimbursement revenue. Trinity Metro’s fiscal 2026 operating revenues are budgeted at \$203.3 million, which is a \$750 thousand, or 0.4% decrease from the fiscal 2025 actual results. Sales tax-based revenues and operating grant revenues are Trinity Metro’s main sources of revenue representing approximately 59% and 27%, respectively, of the total operating revenue budget. Operating revenue also includes revenue from fares, advertising, rental fees, investment earnings, and miscellaneous sources.

Fiscal 2026 Budgeted Operating Revenue Sources

(Amounts in 1000s)



Service Revenues

Below are the service revenues are revenue sources from Trinity Metro’s different modes of transit that are represented in the pie-chart above:

- **Farebox Revenue:** Includes all farebox fees collected from passengers on TRE, TEXRail, and Fixed Route Bus Service.
- **Sales Tax Revenue:** Represents Trinity Metros allotment of sales tax from the city of Fort Worth, Grapevine and North Richland Hills.
- **Operating Grants:** Represents federal funds received to complete various projects and to maintain state of good repair in our facilities.
- **EASYRIDE Revenue:** Represents fares collected from customers utilizing Trinity Metros EASYRIDE Program.
- **Other Revenue:** Represents all remaining revenue sources for Trinity Metro; including, advertisement revenue, local contributions, and investment revenue.

For fiscal 2026 Trinity Metro’s ridership goal is 8,400,000 passengers.

Historical Revenue by Mode

(Amounts in 1000s)

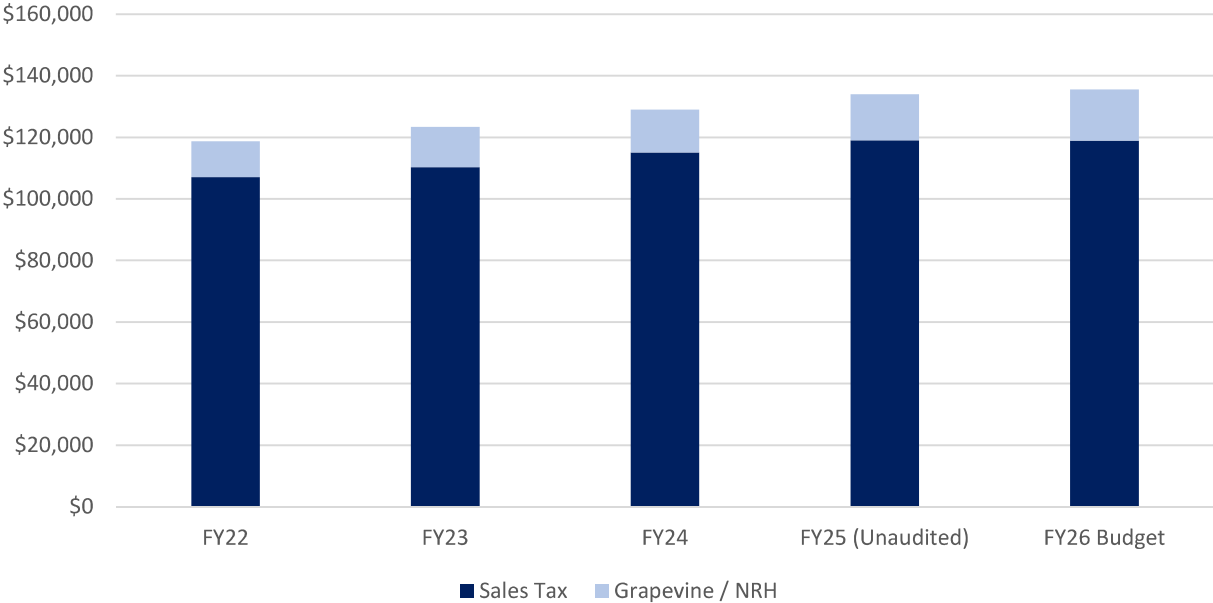
Mode	Actual FY23	YTY % Change	Actual FY24	YTY % Change	FY25 (Unaudited)	YTY % Change	Budget FY26	YTY % Change
Bus	\$3,857	19%	\$3,660	-5%	\$3,484	-5%	\$3,834	10%
TRE	\$1,115	18%	\$1,092	-2%	\$1,050	-4%	\$1,060	1%
TEXRail	\$607	15%	\$595	-2%	\$832	40%	\$841	1%
Paratransit	\$1,067	38%	\$1,107	4%	\$919	-17%	\$1,211	32%
EASYRIDE	\$662	67%	\$622	-6%	\$603	-3%	\$589	-2%

Sales Tax

The fiscal 2026 sales tax revenue from the City of Fort Worth is budgeted at \$118.9 million, which is a \$123 thousand, or 0.1% Decrease from the fiscal 2025 unaudited results. Trinity Metro consulted with management at the City of Fort Worth and is using the city’s latest sales tax revenue estimate as a basis for the budget.

Sales tax contributions from the City of Grapevine and North Richland Hills is budgeted at \$16.7 million, which is a \$1.7 million, or 11.5% increase from the fiscal 2025 actual results.

Sales Tax-Based Funding History
(Amounts in 1000s)



Grant Revenues

The Federal Transit Administration (FTA) Chapter 53 formula grants are a major source of annual grant revenue for Trinity Metro. The allocation of these federal funds is determined by traffic and population density in the Fort Worth-Dallas Metroplex. The North Central Texas Council of Governments (NCTCOG) executes the distribution of these funds between Trinity Metro™, Dallas Area Rapid Transit (DART), Denton County Transit Authority (DCTA), and other transit providers in the region.

Operating grant revenues are expected to obligate \$50 million during FY26 as the agency is working with FTA to submit grant applications for prior year formula funding allocations. Capital grant revenues are also expected to increase due to the recent award of a capital grant related to the TEXRail extension project as well as reimbursements for facility enhancements.

Fare Structure for Fiscal Year 2026

Fare Type	FY26 Fare Structure	Reduced Pricing*
Single Ride (Bus) Express Bus/Train On-Demand	\$2.00	\$1.00
Day Pass	\$4.00	\$4.50
7-Day Pass	\$18.00	\$9.00
Regional Ticket (Month)	\$192.00	\$96.00

**Available (with valid ID for seniors, veterans, persons with disabilities, Medicare card holders, and youth ages 5-19.*

In fiscal year 2024 Trinity Metro revised its fare structure in order to provide its customers more simplistic and economically viable fare options. In FY26 Trinity Metro increased its Reduced fare rates to better reflect the national standard of 50% of the regular rate. With that the single day regular pass was reduced to \$9 from \$12.

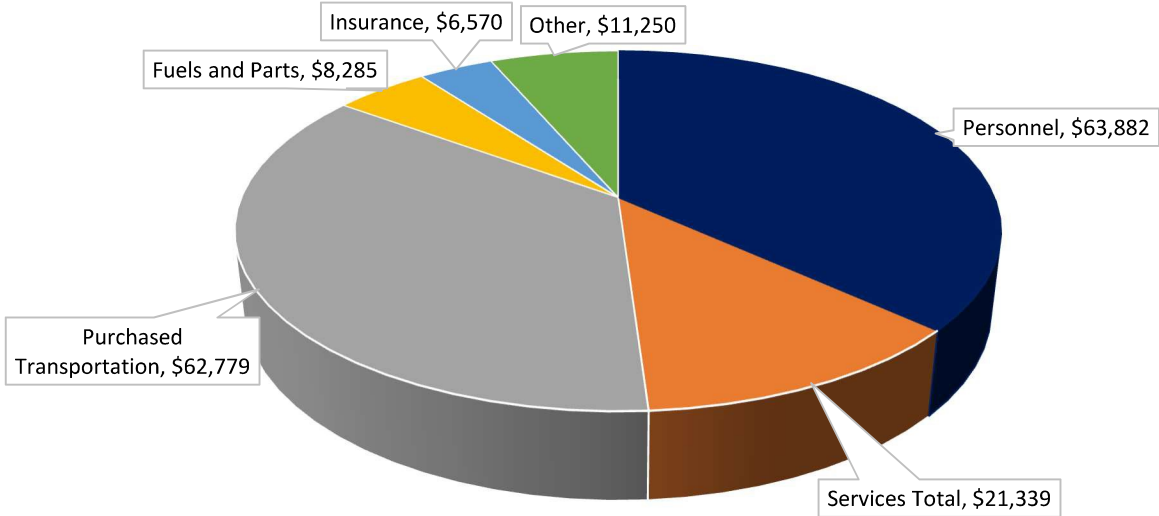
Expenses

Operating Expenses

Trinity Metro’s fiscal 2026 operating expense budget is \$174.1 million, which is a \$18.9 million, or 12.2% increase from the fiscal 2025 unaudited results.

Fiscal 2026 Budgeted Operating Expenses

(Amounts in 1000s)



Below is a breakdown of each major expense account for Trinity Metro that are represented in the pie-chart above:

- **Purchased Transportation:** This covers professional services related to 3rd party drivers and program management.
- **Personnel:** Total company-wide expense for Salary & Wage and Fringe Benefits.
- **Services:** Expenses paid to outside companies to facilitate and aid day-to-day operations.
- **Fuels and Parts:** This covers all expenses for fuels and parts for both revenue and non-revenue vehicles.
- **Insurance:** Organization-wide insurance costs for the fiscal year.
- **Other:** all other expenses not covered in the categories above.

Capital Expenses

Capital expenditures are used to acquire or upgrade physical assets such as property, buildings or equipment. This type of outlay is made to maintain or increase the scope of operations or replace aged equipment.

In accounting terms, a purchase is considered to be a capital expenditure when the asset acquired is a newly purchased capital asset or an investment that improves the useful life of an existing capital asset. If a purchase is a capital expenditure, it is capitalized; this requires the company to spread the cost of the expenditure over the useful life of the asset. If, however, the purchase is one that maintains the asset at its current conditions, the cost is recorded as an expense in the year it is incurred.

Trinity Metro’s capital budget for fiscal 2026 is \$37.4 million. This amount consists of all projects that we have identified, whether they are near completion or will be started during fiscal 2026. The projected capital expenditures for fiscal 2026 are \$37.4 million.

There are several large non-routine capital expenditures for fiscal 2026: *(Includes projects to span multiple years)*

- **Purchase of 15 Gillig Busses:** The purchase of 15 additional Gillig busses is intended to supplement an aging fleet.
- **Safety Barrier Doors:** Installation of Safety Barrier Doors in the bus fleet to ensure safety for our drivers.
- **Bus Stop Improvements:** A continuation of a multi-year project to upgrade and improve bus stops around the Fort Worth area.
- **Upgrade Fire Alarm System:** An upgrade to the fire alarm systems in Trinity Metro facilities to maintain proper safety standards.

FY26 Capital Project List

(Amounts in 1000s)

Capital Projects	Trinity Metro
15 Gillig Busses	\$14,157
FWCS Track Fencing	\$218
HRP Improvements	\$776
HVAC - 3 HRP	\$500
TRE Cameras on platforms	\$516
HRP Generators	\$4,000
Safety Barrier Doors	\$1,065
Bus Stop Improvements	\$7,125
Upgrade to Tank Monitoring System	\$375
FWCS Storefront	\$155
Video Wall	\$100
Upgrade Fire Alarm System	\$3,100
Wayside Power	\$240
Fuel Station	\$1,000
Side seal repair	\$1,300
MOW & MOS	\$1,500
MOW Underway	\$1,250
Total	\$37,377

Debt Administration

Trinity Metro does not have the authority to issue any long-term debt over five years ("long-term debt") and has no legal debt limit. As of September 30, 2011, Trinity Metro had the ability to incur certain types of debt with the approval of the voters within its service area and it had the ability to issue other types of debt without voter approval. There has been no vote to approve any debt.

Five Year Projection

Trinity Metro's Five-Year projection was developed to ensure that Trinity Metro would be able to pay off all its existing debt and loan obligations while being able to meet its yearly operating expenses and set aside funds for both identified and unidentified capital projects.

Trinity Metro Fund Balance Projections

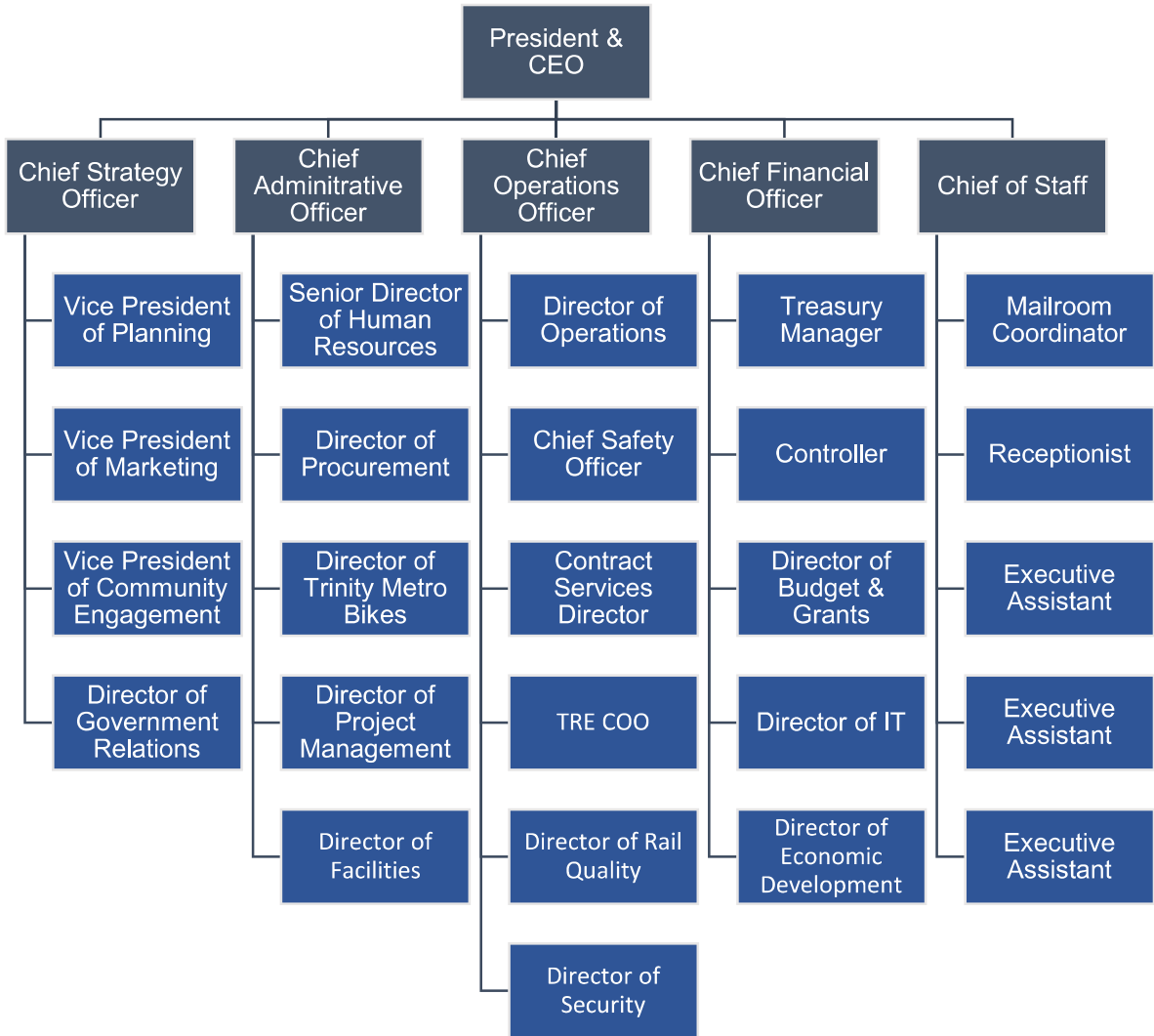
(Amounts in 1000s)

	FY26 Budget	Projection			
		FY27	FY28	FY29	FY30
<i>Beginning Balance</i>	102,277	71,503	38,848	27,622	20,266
Revenues - Operating	203,318	205,351	207,405	209,479	211,574
Expenses - Operating	174,104	179,327	184,707	190,248	195,956
<i>Net Cash from Operations</i>	29,214	26,024	22,698	19,231	15,618
Capital Grants (Non-Extension)	26,377	26,391	26,404	26,417	26,430
Capital Outlay (Non-Extension)	48,238	49,715	51,236	52,805	54,421
<i>Net Capital Expenditures (Non-Extension)</i>	(21,861)	(23,324)	(24,833)	(26,388)	(27,991)
<u>TEXRail Extension</u>					
Grant Reimbursements	68,587	98,239	49,299	7,940	-
Capital Expenditures	106,714	133,594	58,390	8,139	-
<i>Net Capital Expenditures</i>	(38,127)	(35,355)	(9,091)	(199)	-
<i>Net Gain (Loss)</i>	(30,774)	(32,655)	(11,226)	(7,356)	(12,373)
<i>Ending Balance</i>	71,503	38,848	27,622	20,266	7,893

As presented above, Trinity Metro is investing significant capital in the extension of the TEXRail trail line to the Medical District in Fort Worth. The Cash flow statement above illustrates the annual expenses and reimbursements for this project separately, projected with the help of our Grants and Planning teams. The table above reflects our projected fund balance at the end of 5 years and accounts for the Extension project as well as any large non-routine capital projects that Trinity Metro encounters.

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Trinity Metro Org Chart for Fiscal Year 2026



Summary of Positions by Business Unit

Business Unit	FY2023	FY2024	FY2025	FY2026 Budget
Business Administration	6	4	7	7
Customer Care	16	16	13.5	13.5
Envoy Program	6	6	5	5
Customer Relations	8	7	6	6
Accounting	8	10	10	10
Finance	8	12	11	11
Human Resources	15	9	8.5	8.5
Information Technology	14	18	16.5	16.5
Marketing	9	10	9	9
Governmental Relations	1	1	1	1
Grants Management	2	0	0	0
Planning	12	12	11.5	11.5
Procurement	11	11	11	11
Project Management	3	2	2	2
Risk	2	1	1	1
Safety	1	2	2	2
Security	1	1	1	1
TEXRail	3	4	3	3
TRE	6	2	2	2
Maintenance Administration	6	7	7	7
Paratransit Maintenance	13	16	16	16
Rebuild Engine	1	0	0	0
Material Management	10	12	12	12
Body Shop	8	8	8	8
Electronics	11	11	11	11
Running Repair	35	38	37	37
Service Rack	30	30	30	30
Facilities Maint	50	52	52	52
Paratransit Administration	14	14	14	14
Paratransit Operations	51	50	51	51
Contracted Services	4	4	3	3
Bus Operations Administration	10	17	17	17
Bus Street Operations	11	9	9	9
Bus Radio Control	6	7	7	7
Bus Operations	296	269	274	274
Fort Worth Bike Share Admin	10	9	7	7
Wellness Center	1	1	1	1
Total Personnel Count	699	682	677	677

Staffing Change Highlights

For the Fiscal 2026 Budget Trinity Metro kept staffing in all departments at the same level as Fiscal Year 2025

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Departmental Summaries

Departmental Summary Guide:

- This section will feature each of Trinity Metro’s business unit’s FY23 Actuals, FY24 Actuals, FY25 Unaudited Actuals, and FY26 budgeted financials.
- A break-down of each business unit’s position count for FY23, FY24, FY25, and what is budgeted for FY26.
- Also included in this section is a description of the department’s function, its accomplishments for FY25, and its goals for FY26.
- Please note that several smaller business units are grouped under larger departments with one set of goals and accomplishments.

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Business Administration

Functions and Responsibilities

The Administration Department works to increase company performance by being the preferred choice for simple, safe, and innovative mobility services to serve our customers, community, and stakeholders. We work with our customers, community leaders, elected officials and staff, and all our local stakeholders and business colleagues to strategically enhance all our services with collective alignments.

FY2025 Accomplishments

Innovation:

- Published Mayor's Urban Rail Committee Report
- Launched Trinity Metro Bikes
- Launched Trinity Metro Blue Line

Safety, Fairness, Integrity:

- Implemented first-level supervision development program with metrics to enhance communication with the frontline team.

Reliability, Innovation:

- Hired new chief of strategy and publish Trinity Metro 5-year Strategic Action Plan.

Safety:

- Implemented comprehensive transit worker assault prevention strategy to include focus on Dr. Dennis Dunkins Transfer Center and Route 89.

FY2026 Planned Initiatives (Goals)

Safety, Reliability, Sustainability:

- Create a comprehensive Capital Maintenance Program to prioritize state of good repair projects that maintain safety, service reliability, and customer satisfaction.

Sustainability:

- Increase annual ridership to 8.4 million trips, equal to a 4.5% increase year over year (FY2026 vs. FY2025).

Innovation, Sustainability:

- Finalize funding plan and secure agreements for TEXRail Medical District Extension with supporting cash flow to enable groundbreaking.
- Hire an economic development director and launch a transit-oriented development study and urban rail initiative.

Safety:

- Implement de-escalation training for frontline workers for both bus operators and customer service staff and install heavy-duty bus operator barrier doors on the large bus fleet.

**FY26 TRINITY METRO ADOPTED BUDGET
 BUSINESS ADMINISTRATION
 11100**

BUSINESS ADMINISTRATION	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	651,906	781,364	678,114	989,511	1,059,829
Services	96,965	114,482	65,500	46,369	220,500
Fuels and Lubricants	31	-	-	-	-
Tires, Tubes, & Parts	1	-	-	385	-
Supplies	19,378	43,246	32,750	15,052	30,000
Utilities	10,685	8,425	10,000	3,671	5,300
Training Travel Membership	444,761	359,286	423,000	315,994	425,000
Total	1,223,727	1,306,803	1,209,364	1,370,982	1,740,629

BUSINESS ADMINISTRATION	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Executive Admin Assistant	-	-	3.00	3.00	3.00
Floating Openings	2.00	-	-	-	-
Mailroom Coordinator	1.00	1.00	1.00	1.00	1.00
President	1.00	1.00	1.00	1.00	1.00
Receptionist	1.00	1.00	1.00	1.00	1.00
Staff Director	1.00	1.00	1.00	1.00	1.00
Total	6.00	4.00	7.00	7.00	7.00

Community Engagement

Functions and Responsibilities

The Community Engagement team works to build meaningful relationships with the communities we serve by promoting trust, transparency, and inclusion.

Together with our Customer Support & Solutions team, we ensure every rider interaction is helpful, respectful, and responsive. Through ongoing Quality Review, we listen to feedback and continuously improve how we serve.

Our goal is to empower all riders to navigate transit confidently and to co-create a more connected, equitable, and welcoming transit system for everyone.

FY2025 Accomplishments

Integrity:

- Partnered with Fort Worth ISD and Texas Wesleyan University to host a Professional Clothing Drive, providing students with attire suitable for job interviews, internships, and career fairs.
- Delivered 30 “Transit 101” presentations to community organizations, neighborhood associations, and local businesses.

Innovation:

- Successfully launched the first-ever Story Time Train Summer Reading event, blending literacy promotion with public transit engagement. This event generated over 3,000 rides, introducing families and young riders to the transit system in a fun and educational way.

FY2026 Planned Initiatives (Goals)

Fairness, Innovation:

- Introduce a new initiative offering 50% discounted fares for individuals receiving assistance through local law enforcement or community intervention programs. Designed to reduce transportation barriers and support individuals on a path to stability and opportunity.

Innovation, Sustainability:

- Collaborate with Workforce Solutions to host a Job Fair and Transit Connections Event, linking job seekers with employment opportunities and accessible transit options. This initiative will highlight the role of public transportation in economic mobility and workforce development.

Fairness, Integrity:

- Finalize and celebrate the signing of a Memorandum of Understanding (MOU) between Fort Worth ISD and Trinity Metro to provide free transit rides to all FWISD high school students. This partnership will promote educational access, independence, and equitable mobility for youth across the district.

Innovation, Reliability:

- Introduce a callback option for customers waiting on hold, allowing them to retain their place in the queue without staying on the line. This feature will reduce wait-time frustration, improve customer satisfaction, and enhance the overall efficiency of the Customer Support & Solutions Team.

FY26 TRINITY METRO ADOPTED BUDGET
CUSTOMER CARE
11200

CUSTOMER CARE	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	1,074,380	1,171,179	1,215,219	1,183,234	1,153,822
Services	89,166	(46,231)	-	8,295	3,000
Fuels and Lubricants	-	51	-	-	-
Supplies	9,470	1,767	8,000	8,577	1,000
Utilities	39	570	-	5,077	2,528
Training Travel Membership	7,418	19,436	119,091	7,891	6,500
Total	1,180,473	1,146,772	1,342,310	1,213,074	1,166,850

CUSTOMER CARE	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Customer Care Manager	1.00	1.00	1.00	1.00	1.00
Customer Service Rep	11.00	11.00	9.00	9.00	9.00
Customer Service Rep - PT	3.00	3.00	1.50	1.50	1.50
Lead Customer Service Rep	1.00	1.00	2.00	2.00	2.00
Total	16.00	16.00	13.50	13.50	13.50

**FY26 TRINITY METRO ADOPTED BUDGET
ENVOY PROGRAM
11210**

ENVOY PROGRAM	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	300,635	349,629	335,590	322,455	363,548
Services	6,807	27,852	-	251	-
Fuels and Lubricants	533	7,052	-	(6,484)	-
Supplies	7,870	4,204	8,429	569	8,000
Utilities	-	359	3,240	1,729	3,240
Training Travel Membership	2,998	611	4,675	-	4,675
Total	318,843	389,707	351,934	318,520	379,463

ENVOY PROGRAM	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Transit Envoy	6.00	5.00	4.00	4.00	4.00
Lead Transit Envoy	-	1.00	1.00	1.00	1.00
Total	6.00	6.00	5.00	5.00	5.00

**FY26 TRINITY METRO ADOPTED BUDGET
PEOPLE AND CULTURE
11240**

PEOPLE AND CULTURE	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	-	-	114,200	26,390	-
Total	-	-	114,200	26,390	-

PEOPLE AND CULTURE	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

FY26 TRINITY METRO ADOPTED BUDGET
CUSTOMER RELATIONS
11220

CUSTOMER RELATIONS	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	684,662	759,470	767,944	696,336	673,995
Services	172,943	93,960	30,000	62,591	161,000
Purchased Transportation	4,924	1,111	3,000	2,428	-
Fuels and Lubricants	220	310	1,235	260	-
Supplies	40,959	11,489	10,300	6,254	11,036
Utilities	3,634	4,236	1,620	6,319	7,935
Training Travel Membership	28,737	37,261	8,600	11,555	300
Total	936,079	907,837	822,699	785,742	854,266

CUSTOMER RELATIONS	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Administrative Assistant	1.00	-	-	-	-
Community Engagement Project Manager	-	1.00	1.00	1.00	1.00
Kiosk Representative	3.00	3.00	2.00	2.00	2.00
Lead Kiosk Representative	1.00	1.00	1.00	1.00	1.00
Quality Review Manager	1.00	1.00	1.00	1.00	1.00
Revenue Service Agent	1.00	-	-	-	-
VP of Community Engagement	1.00	1.00	1.00	1.00	1.00
Total	8.00	7.00	6.00	6.00	6.00

Accounting & Finance

Functions and Responsibilities

The Accounting and Finance department monitors Trinity Metro's financial performance, recommends effective allocation of resources, ensures accurate and timely accounting and reporting, processes timely payment of goods and services procured, develops and monitors annual operating and capital budgets, administers federal grant programs, safeguards assets, and facilitates strategic financial planning. In FY24 the decision was made to combine the Grants Management department with the Finance department.

FY2025 Accomplishments

Reliability:

- Received the GFOA Distinguished Budget Award
- Processed \$64 million in grant reimbursements
- Awarded \$25 million grant to support construction for the TEXRail Extension

FY2026 Planned Initiatives (Goals)

Reliability:

- Ensure departmental compliance with grant funding
- Explore new ways to fund transit
- Forecast and secure funding to support future strategic initiatives

FY26 TRINITY METRO ADOPTED BUDGET
ACCOUNTING
11300

ACCOUNTING	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	805,791	733,532	980,453	682,674	1,106,196
Services	277,516	572,241	388,267	613,928	296,600
Supplies	8,778	3,007	1,570	6,854	1,500
Utilities	6,751	3,046	1,656	359	1,200
Training Travel Membership	4,746	1,502	5,500	7,754	6,000
Total	1,103,582	1,313,328	1,377,446	1,311,569	1,411,496

ACCOUNTING	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Accountant	1.00	1.00	1.00	1.00	1.00
Accounting Clerk	1.00	-	-	-	-
Accounting Manager	-	1.00	1.00	1.00	1.00
Accounting Supervisor	2.00	2.00	2.00	2.00	2.00
Accounts Payable Clerk	-	1.00	1.00	1.00	1.00
Accounts Receivable Clerk	1.00	-	-	-	-
Controller	1.00	1.00	1.00	1.00	1.00
Controller- Special Projects	-	1.00	1.00	1.00	1.00
Payroll Specialist	1.00	1.00	1.00	1.00	1.00
Sr. Accounting Clerk	1.00	-	-	-	-
Sr. Accounts Payable Clerk	-	1.00	1.00	1.00	1.00
Sr. Accounts Receivable Clerk	-	1.00	1.00	1.00	1.00
Total	8.00	10.00	10.00	10.00	10.00

FY26 TRINITY METRO ADOPTED BUDGET

FINANCE

11310

FINANCE	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	774,494	1,406,554	1,661,187	1,473,403	1,500,506
Services	533,738	322,465	327,675	128,280	155,000
Purchased Transportation	-	-	-	1,682	-
Fuels and Lubricants	157	95	-	26	-
Tires, Tubes, & Parts	130	-	-	-	-
Supplies	20,718	6,742	7,400	704	3,000
Utilities	1,222	761	3,261	3,336	-
Training Travel Membership	4,133	5,604	14,500	15,463	16,000
Total	1,334,592	1,742,221	2,014,023	1,622,893	1,674,506

FINANCE	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Budget and Grants Manager	1.00	1.00	1.00	1.00	1.00
CFO	1.00	1.00	1.00	1.00	1.00
ERP Laserfiche Tech	1.00	1.00	1.00	1.00	1.00
Financial Planning Analyst	1.00	1.00	1.00	1.00	1.00
Grants Analyst	-	1.00	1.00	1.00	1.00
Grants and Financial Analyst	-	1.00	-	-	-
Grants Clerk	-	1.00	-	-	-
Revenue Service Agent	2.00	3.00	3.00	3.00	3.00
Revenue Service Supervisor	1.00	1.00	1.00	1.00	1.00
Treasurer	1.00	1.00	1.00	1.00	1.00
Treasury Manager	-	-	1.00	1.00	1.00
Total	8.00	12.00	11.00	11.00	11.00

Human Resources & Training

Functions and Responsibilities

The Human Resources & Training Department works to increase company performance by serving our most important asset—our employees. Services include recruiting, onboarding, training, and retaining qualified employees, administering benefits, maintaining policies and procedures, and promoting health and wellness throughout the organization. We strive to create and maintain a corporate culture based on professionalism, inclusion, excellence, fairness, and respect. We encourage high employee morale and engagement through feedback, communication, professional development, recognition, and rewards.

FY2025 Accomplishments

Reliability:

- Continued a robust leadership program starting with the Executive Leadership team through the supervisory ranks by partnering with Masterminds Leadership.

Innovation:

- Transitioned all employees from JDE to the ADP platform.

Fairness:

- Continued employee benefits with zero cost for employee tier for both medical plans.
- Successfully negotiated a 4-year (2025-2029) contract with the Union.

FY2026 Planned Initiatives (Goals)

Sustainability:

- Review and optimize current recruitment steps to reduce time-to-hire by 10% by end of FY26.
- Continue to collaborate with local businesses to further recruitment opportunities across our area.
- Attend community events and job fairs

Reliability:

- Expand training opportunities for all employees.
- Provide quarterly supervisor/manager training on essential HR topics such as performance reviews, FMLA, onboarding, and Reasonable Suspicion.
- Continue leadership program for the Executive Leadership team through the supervisory ranks by partnering with Masterminds Leadership

FY26 TRINITY METRO ADOPTED BUDGET
HUMAN RESOURCES
11400

HUMAN RESOURCES	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	1,444,633	1,449,043	1,035,976	1,009,266	1,084,458
Services	1,411,948	1,601,407	1,527,460	1,759,403	1,402,219
Fuels and Lubricants	313	137	-	-	-
Supplies	20,130	5,090	5,900	6,753	5,900
Utilities	1,834	2,524	1,500	2,875	1,500
Training Travel Membership	68,448	35,212	41,700	39,792	60,948
Total	2,947,306	3,093,413	2,612,536	2,818,088	2,555,025

HUMAN RESOURCES	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Access Training Supv	1.00	-	-	-	-
Director of Training	1.00	1.00	1.00	1.00	1.00
HR Admin Assistant	1.00	1.00	1.00	1.00	1.00
HR Administrator	1.00	1.00	1.00	1.00	1.00
HR Director	-	1.00	1.00	1.00	1.00
HR Manager	1.00	1.00	1.00	1.00	1.00
HR Specialist	2.00	-	-	-	-
Maint Training Supv	1.00	-	-	-	-
Management Trainee	1.00	1.00	1.00	1.00	1.00
Ops Technical Trainer	4.00	-	-	-	-
Ops Training Supervisor	1.00	-	-	-	-
PT Hiring Coordinator	-	1.00	0.50	0.50	0.50
Recruiter	-	1.00	1.00	1.00	1.00
VP of Human Resources	1.00	1.00	1.00	1.00	1.00
Total	15.00	9.00	8.50	8.50	8.50

Information Technology

Functions and Responsibilities

Provide and support Information Technology/Service solutions.

FY2025 Accomplishments

Innovation, Reliability, Sustainability:

- Cisco Network & Telecom Upgrade. Replacement of Dell routers and switches / Replacement of Mitel VOIP system

Reliability, Innovation:

- Virtualization of DBblade physical server – This outdated server housed all primary application databases. This was an incredibly risky and complex conversion.

Sustainability:

- Windows 11 upgrade completed for organization

FY2026 Planned Initiatives (Goals)

Innovation, Reliability, Sustainability:

- Replacement and upgrade of 190 EOL Dell virtualized servers.

Sustainability:

- Trapeze & Transit Master Upgrade.

Reliability:

- WiFi replacement and upgrade for TM buildings and Bus yard.

**FY26 TRINITY METRO ADOPTED BUDGET
INFORMATION TECHNOLOGY
11500**

INFORMATION TECHNOLOGY	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	1,679,534	2,206,275	2,357,943	2,240,471	2,277,685
Services	3,294,709	3,651,539	3,822,436	3,428,253	2,325,027
Tires, Tubes, & Parts	(705)	-	-	-	-
Supplies	377,255	593,960	329,829	117,974	1,592,500
Utilities	279,312	653,968	476,322	454,136	661,035
Training Travel Membership	33,363	48,264	-	(7,032)	50,000
Total	5,663,468	7,154,006	6,986,530	6,233,802	6,906,247

INFORMATION TECHNOLOGY	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Cybersecurity Administrator	-	1.00	1.00	1.00	1.00
Database Administrator- PT	-	1.00	0.50	0.50	0.50
Database Administrator	1.00	-	-	-	-
Director - Project Mgmt	1.00	-	-	-	-
Fare Systems Manager	-	1.00	1.00	1.00	1.00
IT Applications Manager	-	1.00	1.00	1.00	1.00
IT Infrastructure Manager	-	1.00	1.00	1.00	1.00
IT Project Manager	-	1.00	1.00	1.00	1.00
Lead Systems Admin	1.00	1.00	1.00	1.00	1.00
Network Administrator	-	1.00	-	-	-
Sr. Cybersecurity Admin	1.00	-	-	-	-
Sr. Network Admin	1.00	-	1.00	1.00	1.00
Sr. System Application Admin	1.00	-	-	-	-
Sr. Systems Admin	1.00	-	1.00	1.00	1.00
System Administrator	-	1.00	-	-	-
System Application Admin	2.00	1.00	1.00	1.00	1.00
System Application Admin - Cyber	-	1.00	1.00	1.00	1.00
System Application Admin - Fares	-	1.00	1.00	1.00	1.00
System Application Admin - Report Writer	-	1.00	-	-	-
System Application Admin - Server	-	1.00	1.00	1.00	1.00
Technical Service Lead	-	1.00	1.00	1.00	1.00
Technical Services Supervisor	1.00	-	-	-	-
Technical Services Tier 1	1.00	-	-	-	-
Technical Services Tier 2	1.00	2.00	2.00	2.00	2.00
Technical Services Tier 3	1.00	-	-	-	-
VP of Technology	1.00	1.00	1.00	1.00	1.00
Total	14.00	18.00	16.50	16.50	16.50

Marketing & Communications

Functions and Responsibilities

The Marketing & Communications Department elevates Trinity Metro’s brand within the community by driving awareness of our mobility services, fostering ridership growth, and expanding partnership pass sales & sponsorships. Our team embraces the task of “chief storytellers” ensuring our messages reflect Trinity Metro’s relevance as a vital contributor to connectivity, economic growth, and modern mobility solutions for the region.

FY2025 Accomplishments

Innovation:

- Successfully launched the Blue Line downtown circulator in June 2025.
- Secured 1,365 media mentions with a publicity value of \$30,146,903 in FY2025.

Sustainability:

- Surpassed the goal of 840,837 rides on TEXRail with an actual ride count of 872,927 in FY2025.

FY2026 Planned Initiatives (Goals)

Innovation, Reliability: Close gaps in customer communication and improve the user experiences.

- Revamp the Trinity Metro website to be more user-friendly and engaging. Continue enhancing the website’s customer service bot to provide a more seamless, helpful interaction experience.
- Increase GoPass downloads & users.
- Ensure all communication channels are aligned and consistently delivering value.
- Improve wayfinding, beginning with Central Station, and develop a “Signs of the System” guide for future wayfinding consistency.
- Collaborate with internal and external stakeholders to successfully launch the next color line slated for October 2026.
- Introduce a suite of rebranded customer information collateral that effectively portray a clean and consistent design across all mediums.

Reliability: Transform public perception and position Trinity Metro as a modern, innovative mobility solutions organization.

- Build more storytelling to connect Trinity Metro’s services to the community’s needs and aspirations.
- Showcase the role of public transit in creating a vibrant, growing community.

- Highlight the economic impact of Trinity Metro on the community.
- Leverage emerging technologies and mobility solutions in the transit industry to create a community conversation about how these advances could improve our region. Launch this as an initiative positioning TM as subject matter experts will help us grow additional advocates.
- Enhance social media engagement and expand our followers across all platforms.

FY26 TRINITY METRO ADOPTED BUDGET
MARKETING
11800

MARKETING	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	872,916	1,106,587	1,087,109	925,094	1,072,763
Services	2,276,666	2,555,287	3,002,754	1,898,625	2,024,897
Fuels and Lubricants	506	261	-	323	-
Supplies	1,781	3,662	4,500	1,192	2,500
Utilities	3,605	4,265	-	4,642	5,000
Training Travel Membership	2,068	23,713	17,400	7,850	12,570
Total	3,157,542	3,693,775	4,111,763	2,837,726	3,117,730

MARKETING	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Creative Services Manager	1.00	1.00	1.00	1.00	1.00
Digital Content Creator	-	1.00	1.00	1.00	1.00
Digital Marketing Manager	1.00	1.00	1.00	1.00	1.00
Director of Communications	1.00	1.00	1.00	1.00	1.00
Director of Marketing	1.00	1.00	1.00	1.00	1.00
Graphic Designer	1.00	1.00	1.00	1.00	1.00
Marketing Admin Assistant	1.00	1.00	-	-	-
Strategic Partnerships Mgr	1.00	1.00	1.00	1.00	1.00
Strategic Partnerships Rep	1.00	1.00	1.00	1.00	1.00
VP of Marketing & Comm	1.00	1.00	1.00	1.00	1.00
Total	9.00	10.00	9.00	9.00	9.00

Planning

Functions and Responsibilities

The Planning Department is responsible for determining and programming the short and long-range objectives of the agency for both service expansion/improvement and capital investments. The department then translates those plans into actions through implementing two to three service changes annually, pursuing grant opportunities, collaborating with stakeholders and coordinating plans with local, state and federal agencies. Additionally, the department serves the agency by compiling, processing, analyzing and sharing operating data such as ridership, by ensuring compliance with Federal Transit Administration requirements (National Transit Database, Title VI), and by installing or removing bus stops and amenities.

FY2025 Accomplishments

Innovation:

- Planned and successfully launched the Blue Line in June 2025.

Safety:

- Following selection of first round preliminary grant applications, submitted a full grant application for \$5 million in ADA bus stop improvements (awaiting notice of award from TXDOT).

Sustainability:

- Discontinued six low-ridership routes and multiple unproductive late evening/early morning trips during the fiscal year for a savings of \$2.5 Million annually.

FY2026 Planned Initiatives (Goals)

Innovation:

- Program and implement successful service initiatives to move anticipated crowds during the FIFA World Cup in Summer 2026.
- Initiate a Transit Oriented Development Study for nine TEXRail Stations and two Transit Hubs.

Sustainability:

- Initiate a five-year system plan as part of Trinity Metro Tomorrow.

- Create and implement a professional development plan for department staff that includes cross-training for backup and exposure to functions and activities of other departments.

**FY26 TRINITY METRO ADOPTED BUDGET
PLANNING
12200**

PLANNING	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	902,775	1,284,333	1,547,924	1,491,393	1,604,281
Services	790,092	1,464,727	1,632,900	957,104	1,084,000
Fuels and Lubricants	246	353	1,500	1,051	1,500
Tires, Tubes, & Parts	-	124	-	88	150
Supplies	3,701	8,182	5,555	3,769	7,200
Utilities	3,156	4,653	4,500	4,856	7,000
Training Travel Membership	37,749	13,836	26,492	27,767	32,122
Total	1,737,719	2,776,208	3,218,871	2,486,027	2,736,253

PLANNING	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
AVP of Planning & Dev	1.00	1.00	1.00	1.00	1.00
Bus Stop Technician	-	1.00	1.00	1.00	1.00
Chief Strategy Officer	-	-	1.00	1.00	1.00
Dir of Planning & Dev	1.00	1.00	1.00	1.00	1.00
EVP of Strategy and Development	1.00	1.00	1.00	1.00	1.00
Executive Assistant	-	1.00	-	-	-
Infrastructure Coordinator	1.00	-	-	-	-
Management Analyst	1.00	1.00	1.00	1.00	1.00
Project Manager	1.00	1.00	1.00	1.00	1.00
Service Analyst	-	1.00	1.00	1.00	1.00
Service Planner	3.00	2.00	2.00	2.00	2.00
Sr. Scheduler	1.00	-	-	-	-
Transit Planner	1.00	1.00	1.00	1.00	1.00
Transit/Gis Data Coord - PT	1.00	1.00	0.50	0.50	0.50
Total	12.00	12.00	11.50	11.50	11.50

FY26 TRINITY METRO ADOPTED BUDGET

**PM
12400**

PM	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	356,188	263,073	376,451	270,726	351,053
Services	55,633	39,261	150,000	110,217	155,000
Fuels and Lubricants	504	(44)	-	41	200
Supplies	169	189	15,400	1,551	8,400
Utilities	1,008	1,098	1,000	568	-
Taxes and Fees	-	184	368	-	368
Training Travel Membership	115,611	-	2,550	-	2,500
Total	529,113	303,761	545,769	383,104	517,521

PM	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Chief Engineer	1.00	1.00	1.00	1.00	1.00
Engineer	1.00	1.00	1.00	1.00	1.00
Temp - Chief Engineer	1.00	-	-	-	-
Total	3.00	2.00	2.00	2.00	2.00

**FY26 TRINITY METRO ADOPTED BUDGET
GOVERNMENTAL RELATIONS
11810**

GOVERNMENTAL RELATIONS	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	152,716	174,445	161,756	69,951	-
Services	137,913	76,483	245,500	149,344	167,000
Fuels and Lubricants	102	-	-	-	-
Supplies	26	221	200	-	-
Utilities	462	640	504	647	504
Training Travel Membership	2,087	7,142	5,000	7,444	17,000
Total	293,306	258,931	412,960	227,386	184,504

GOVERNMENTAL RELATIONS	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Director of Government Relations	1.00	1.00	1.00	1.00	1.00
Total	1.00	1.00	1.00	1.00	1.00

Procurement and Contract Administration

Functions and Responsibilities

The Procurement and Contract Administration Department administers contracts and purchases between Trinity Metro and its suppliers, including compliance and oversight, ensuring the requirements and needs of the organization are met to support the mission of the organization.

FY2025 Accomplishments

Procurement and Contract Administration

Reliability:

- Requisitions approved within 48 hours of hitting approved requisition queue
- Over 95% of formal solicitations completed within 15 business days from receiving intake form

Fairness:

- Solicitation results website updated

Integrity:

- Ethics policy training presentation created and agency-wide training will occur in FY26
- Sole Source process reviewed and updated

Material Management

Innovation:

- Lean Six Sigma project completed on Material Management/Warehouse operations
- Increased use of blanket agreements by 20%

Safety:

- Annual safety training created for Material Management staff

FY2026 Planned Initiatives

Procurement and Contract Administration

Reliability:

- Process approved requisitions for micros within 48 hours of entering the purchasing queue to meet 97% conversion to purchase order within timeframe.
- Support internal departments by having formal solicitations completed within 15 business days from receiving completed intake documents.
- Complete at least one procurement related training for the organization quarterly.

Material Management

Integrity:

- Reduce discrepancy between physical counts of inventory items and the recorded inventory in EAM by 3%.
- Establish a routine schedule for cycle counts for all warehouses

Reliability:

- Warehouse training for all material management staff to be completed

**FY26 TRINITY METRO ADOPTED BUDGET
PROCUREMENT
12300**

PROCUREMENT	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	786,997	1,103,804	1,082,187	1,220,252	1,118,608
Services	12,757	15,592	6,000	69,492	65,000
Fuels and Lubricants	-	87	-	-	-
Tires, Tubes, & Parts	4,633	-	-	-	-
Supplies	4,778	2,461	2,000	(374)	1,500
Utilities	2,054	2,762	3,048	3,479	3,048
Training Travel Membership	7,691	15,792	17,917	649	13,217
Total	818,910	1,140,498	1,111,152	1,293,498	1,201,373

PROCUREMENT	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Buyer	3.00	3.00	3.00	3.00	3.00
Contract Administrator	2.00	2.00	2.00	2.00	2.00
DBE Administrator	1.00	1.00	1.00	1.00	1.00
Director of Procurement	1.00	1.00	1.00	1.00	1.00
Parts Expeditor	1.00	1.00	1.00	1.00	1.00
Procurement Manager	1.00	1.00	1.00	1.00	1.00
Project Manager	1.00	1.00	1.00	1.00	1.00
Purchasing Assistant	1.00	1.00	1.00	1.00	1.00
Total	11.00	11.00	11.00	11.00	11.00

**FY26 TRINITY METRO ADOPTED BUDGET
MATERIAL MANAGEMENT
41603**

MATERIAL MANAGEMENT	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	570,515	700,807	752,033	802,839	808,056
Services	600	815	6,000	-	3,000
Tires, Tubes, & Parts	190,183	347,871	-	66,807	-
Supplies	4,471	5,911	3,200	224	4,400
Utilities	462	502	3,048	1,049	2,400
Training Travel Membership	(13)	165	2,000	141	2,000
Total	766,218	1,056,071	766,281	871,060	819,856

MATERIAL MANAGEMENT	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Parts Room Clerk	8.00	10.00	10.00	10.00	10.00
Parts Room Supervisor	1.00	1.00	1.00	1.00	1.00
Receiving Clerk	1.00	1.00	1.00	1.00	1.00
Total	10.00	12.00	12.00	12.00	12.00

Risk & Claims

Functions and Responsibilities

The Risk Management Department reviews and evaluates exposure to risks including accidents of all kinds and recommends measures to eliminate or reduce such risks. Risk Management helps monitor Trinity Metro's compliance with all OSHA, EPA, and other hazardous waste regulations, and instructs employees on accident and injury prevention. Risk Management investigates accident and injury reports, handles claims, and represents Trinity Metro in court proceedings.

FY2025 Accomplishments

Innovation:

- Collaborate with internal stakeholders to examine the Captive idea in order to bring substantial revenue savings on insurance costs.

Sustainability:

- Worked with Rail Operations to recapture over \$2 million dollars in insurance billing from DART
- Saved over \$300,000 in insurance renewal increase cost with TML and Higginbotham

FY2026 Planned Initiatives (Goals)

Sustainability:

- Working with Amtrak contract negotiations to save over \$500,000 in insurance costs
- Will strive to reduce overall Claim spend focusing on reducing outside attorney fees and quicker closure of direct liability claims.

Innovation:

- Collaborate with Trinity Metro leadership to launch a captive on the Excess Rail Policy

FY26 TRINITY METRO ADOPTED BUDGET

RISK

12500

RISK	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	213,868	91,952	88,522	106,013	90,039
Services	216,967	227,353	200,000	298,468	227,000
Fuels and Lubricants	135	113	600	-	-
Supplies	187	250	1,100	209	1,000
Utilities	435	472	900	1,017	900
Insurance	522,067	252,125	447,195	683,225	527,423
Training Travel Membership	3,388	5,596	8,500	87	5,500
Total	957,047	577,861	746,817	1,089,020	851,862

RISK	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Risk Management Specialist	1.00	-	-	-	-
Risk Manager	1.00	-	-	-	-
Risk Analyst	-	1.00	1.00	1.00	1.00
Total	2.00	1.00	1.00	1.00	1.00

Safety

Functions and Responsibilities

The Safety Department plays a critical role in ensuring the safety of employees, passengers, equipment, and the public as it relates to agency activities. The department creates and implements safety management systems, risk reductions, safety performance targets, and other mitigations in compliance with applicable laws, regulations, and the pursuit of continuous improvement.

FY2025 Accomplishments

Safety:

- No fatalities system-wide
- 44% reduction in transit worker injuries
- Met goals in non-fixed route bus categories of safety event rate, collision rate, transit worker injury rate, and assault on transit worker rate

FY2026 Planned Initiatives (Goals)

Safety:

- 12% reduction of NTD reportable injuries
- 25% reduction of assaults on transit workers in fixed route bus

Innovation:

- Test implementation of bus collision avoidance system

FY26 TRINITY METRO ADOPTED BUDGET

SAFETY

12510

SAFETY	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	152,383	315,661	306,712	307,768	278,726
Services	22,798	346,873	41,000	35,208	39,500
Fuels and Lubricants	83	401	-	99	700
Tires, Tubes, & Parts	-	-	-	101	-
Supplies	79,307	36,630	44,600	7,615	51,500
Utilities	715	619	300	338	900
Training Travel Membership	14,162	43,143	15,500	1,719	8,000
Total	269,448	743,327	408,112	352,848	379,326

SAFETY	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Chief Safety Officer	1.00	1.00	1.00	1.00	1.00
Risk Manager	-	1.00	1.00	1.00	1.00
Total	1.00	2.00	2.00	2.00	2.00

TEXRail

Functions and Responsibilities

TEXRail personnel work to provide safe and reliable commuter rail transit options to its customers 365 days a year, connecting people to employment, healthcare, education, and entertainment between Fort Worth T&P Station and DFW Terminal B.

FY2025 Accomplishments

Innovation:

- Partnered with Community Engagement and Communications Department to successfully execute the Story Time Train Program to the public.

Sustainability:

- Worked with Marketing to advance the TEXRail foot-print on social media. And, provided reduced and/or free TEXRail rides for various public events.

Reliability:

- Exceed 98% on-time performance for all of FY25 while providing Customers with a trustworthy transportation option, and achieving 365 days of injury free for transportation and signal employees.
- Achieved 98% train washroom availability.

FY2026 Planned Initiatives (Goals)

Reliability:

- Continue to meet or exceed 98% on-time performance, while providing customers with a trustworthy commuter rail transportation option.

Safety:

- Reduce the number of rail transit worker assaults by 5% through continuous transit employee de-escalation training, and improvement of police presence on the trains.

Sustainability:

- Complete the removal and replacement of the current TEXRail station camera systems and rolling stock equipment train jacks.

FY26 TRINITY METRO ADOPTED BUDGET

TEXRAIL

12900

TEXRAIL	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	483,054	507,625	474,574	553,021	583,980
Services	2,501,040	2,057,866	2,499,728	3,256,365	3,759,261
Purchased Transportation	19,398,656	22,386,590	24,840,533	24,253,897	25,590,190
Fuels and Lubricants	236	141	-	309	2,437
Tires, Tubes, & Parts	469,374	48,692	327,600	60,779	92,600
Supplies	913	10,453	4,882	421	2,500
Utilities	1,485	1,275	4,921	1,615	4,921
Insurance	5,043,748	4,624,178	5,516,177	4,589,855	6,043,002
Taxes and Fees	(60)	23,261	24,950	(12,792)	24,902
Training Travel Membership	10,279	15,174	7,725	23,455	12,064
Total	27,908,725	29,675,255	33,701,090	32,726,924	36,115,858

TEXRAIL	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Administrative Assistant	-	1.00	-	-	-
Deputy VP of Rail	1.00	-	-	-	-
Dir of Rail Quality & Performance	1.00	1.00	1.00	1.00	1.00
Manager of Rail Operations	-	1.00	1.00	1.00	1.00
VP of Rail Operations	1.00	1.00	1.00	1.00	1.00
Total	3.00	4.00	3.00	3.00	3.00

TRE

Functions and Responsibilities

The Trinity Railway Express (TRE) is a commuter rail service that connects the downtowns of Dallas and Fort Worth, providing daily transportation and special event services. Its responsibilities include operating a safe and reliable train service Monday through Saturday, connecting people to jobs, healthcare, education, and entertainment. It is jointly operated by Trinity Metro and Dallas Area Rapid Transit (DART).

FY2025 Accomplishments

Reliability:

- Achieved 99.4% on-time performance.
- Increased Ridership by 2% to 1,314,635 ridership

Sustainability:

- Managed and completed all capital projects within budget.
- Awarded the Contract for the Purchase of 5 Siemens Charger Locomotives
- Completed Five-year extension of the TRE O&M contract.
- Completed the buildout and relocation of the TRE Dispatch Center.

Safety:

- Accomplished Injury Free Year – Transportation, Maintenance of Way, Maintenance of Signals, and Maintenance of Equipment Departments.
- Improved Safety and Security by continued training for TRE employees on De-Escalation, Human Trafficking Awareness, and Suicide Prevention.
- Completed – EMF Fire System Replacement Project FY25

Innovation:

- Received Federal Railroad Administration (FRA) approval for the updated rail Safety Security Program Plan (SSPP).
- Completed the upgrade of all PTC Train Management Computer (TMC)

- Achieved Federal Railroad Administration (FRA) certification for the TRE PTC Safety Plan – Mixed System

FY2026 Planned Initiatives (Goals)

Reliability:

- Maintain 99% on-time performance.
- Achieve Ridership goal of 1,427,421 ridership (10% increase)
- Support the 2026 FIFA World Cup Games in Dallas

Sustainability:

- Manage and complete all capital projects within budget.
- Initiate Acceptance and Commission of the new Siemens Charger Locomotives

Safety:

- Modernize safety features: Implement technologies like Rail Sentry to ensure the safety of passengers and the public.

Innovation:

- Coordinate the upgrade of all Wabtec PTC Applications to maintain interoperability with our railroad partners and meet industry standards.

FY26 TRINITY METRO ADOPTED BUDGET

**TRE
13000**

TRE	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	104,910	43,324	159,400	75,147	184,628
Services	210,403	338,221	48,000	48,000	10,000
Purchased Transportation	14,580,021	16,655,126	18,997,731	15,683,199	17,571,414
Fuels and Lubricants	438	296	-	227	-
Supplies	-	24	-	-	-
Utilities	2,194	612	-	1,741	406
Training Travel Membership	541	281	-	(154)	-
Capital Outlay	-	-	-	-	5,290,000
Total	14,898,507	17,037,884	19,205,131	15,808,160	23,056,448

TRE	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
COO TRE	1.00	1.00	1.00	1.00	1.00
Dir of Safety & Reg Compliance	1.00	1.00	1.00	1.00	1.00
Technician	3.00	-	-	-	-
TRE Director	1.00	-	-	-	-
Total	6.00	2.00	2.00	2.00	2.00

Security

Functions and Responsibilities

The Security department is responsible for planning, organizing, directing, and coordinating activities of Transit Officers (off-duty police) and contracted security personnel. Developing and implementing security plans for Trinity Metro's facilities and assets, while maintaining CCTV video and physical access control systems to safeguard Trinity Metro facilities. In addition, investigating security incidents for all modes of operation, and coordinating new-hire and employee refresher training.

FY2025 Accomplishments

Security, Safety:

- Re-established partnership with Grapevine Police to provide additional police on the TEXRail commuter rail system.

Sustainability

- Advanced the "SEE SAY" security incident reporting application for continued and improved reporting and feedback through the GoPass application system.

Innovation

- Partnered with the Operations Training and Chief Safety Officer to revise and implement transit employee de-escalation training, and by adding new de-escalation training levels.
- Implemented new "Police Security Blitz" to address security related concerns throughout the bus transit system.

FY2026 Planned Initiatives (Goals)

Security, Safety:

- Reduce the number of transit worker assaults through continuous transit employee de-escalation training, by providing required training to 25% of the bus operations employees.

Sustainability:

- Improve Off-Duty Police (Transit Officer) presence on transit vehicles and facilities, by meeting or exceeding 86% contracted coverage.

Reliability:

- Improve the current Security back-office system by replacing existing TEXRail station camera and upgrading to the new unified Genetec video management platform system.

**FY26 TRINITY METRO ADOPTED BUDGET
SECURITY
12600**

SECURITY	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	129,376	156,200	151,630	142,391	155,743
Services	2,759,754	2,601,927	3,081,100	3,229,234	2,897,707
Fuels and Lubricants	1,367	94	2,400	-	-
Supplies	3,321	685	9,575	2,835	5,160
Utilities	1,864	974	996	1,064	1,200
Training Travel Membership	12,361	335	5,585	722	5,340
Total	2,908,043	2,760,215	3,251,286	3,376,246	3,065,150

SECURITY	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Director of Security	1.00	1.00	1.00	1.00	1.00
Total	1.00	1.00	1.00	1.00	1.00

Vanpool

Functions and Responsibilities

The Vanpool program provides a cost-effective, environmentally friendly commuting option for groups of 5–15 people traveling to and from similar destinations. The department is responsible for managing vanpool operations, coordinating with regional partners, supporting employer outreach, and ensuring compliance with safety and reporting standards. The team also promotes the program to reduce single-occupancy vehicle use and support regional air quality goals.

The vanpool department oversees the administration and growth of Trinity Metro's vanpool program, offering flexible transportation solutions for long-distance commuters. By partnering with employers, transportation management associations, and regional agencies, the department helps reduce traffic congestion, lower commuting costs, and improve access to employment centers not easily served by fixed-route transit.

FY2025 Accomplishments

Sustainability, Reliability:

- Achieved a 6.84% increase in active vanpools, contributing to over 418,000 rides throughout the year—supporting regional mobility and reducing single-occupancy vehicle use.

Reliability:

- Conducted a Customer Satisfaction Survey, resulting in a strong 88.5% satisfaction rating, reflecting positive rider experiences and program value.

Fairness, Innovation:

- Implemented a new vendor contract to improve service delivery and continued to cover fuel costs for participants, reducing financial barriers and increasing program appeal.
- Worked with Commute with Enterprise and NCTCOG to implement 100% reimbursement to participants using the managed lanes to commute to work.

Sustainability:

- Partnered with Workforce Solutions to co-host a Job Fair and Transit Connections Event, showcasing vanpool as a vital link between employment and accessible transportation.

FY2026 Planned Initiatives (Goals)

Sustainability, Innovation:

- Introduce a referral and retention incentive program to encourage new participation and reward long-term riders, helping to grow and stabilize the vanpool network.

Fairness

- Collaborate with additional employers and regional stakeholders to extend vanpool coverage into underserved areas and employment corridors.

Sustainability:

- Develop and publish quarterly sustainability reports highlighting emissions reductions, cost savings, and the environmental impact of vanpooling.

FY26 TRINITY METRO ADOPTED BUDGET
VANPOOL
13100

VANPOOL	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	362	225	-	-	-
Services	492	(456)	-	5,756	3,500
Purchased Transportation	949,691	1,251,274	1,104,840	1,455,133	1,600,000
Supplies	54	497	-	365	-
Training Travel Membership	-	1,008	-	(517)	-
Total	950,599	1,252,548	1,104,840	1,460,737	1,603,500

VANPOOL	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

FY26 TRINITY METRO ADOPTED BUDGET
JARC VANPOOL
13200

JARC VANPOOL	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Purchased Transportation	380,204	(9,276)	150,660	-	150,660
Supplies	-	(5)	-	-	-
Total	380,204	(9,281)	150,660	-	150,660

JARC VANPOOL	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

Trinity Metro ON-DEMAND & Microtransit

Functions and Responsibilities

Trinity Metro ON-DEMAND provides safe, reliable, customer-focused microtransit.

FY2025 Accomplishments

Innovation:

- Implemented service integration (commingling) by sharing resources (vehicles) across demand-response services (e.g., paratransit and microtransit) to improve quality of service and reduce operational costs.
- Launched new On-Demand zones (North Side and TCC Northeast) to replace low performing fixed routes and reduce operating costs.

Fairness:

- Introduced cash as a form of payment for microtransit service for unbanked riders who does not have access to a credit card.

FY2026 Planned Initiatives (Goals)

Innovation:

- Expand LYFT services to other On-Demand zones by end of FY2026.
- Introduce “Intermodal Trip” booking in the Trinity Metro On-Demand App by end of FY2026

Sustainability:

- Reach 1 million rides for microtransit (from inception) service by end of FY2026

FY26 TRINITY METRO ADOPTED BUDGET
ALLIANCE ON-DEMAND
13300

ALLIANCE ON-DEMAND	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Services	-	90	-	-	-
Purchased Transportation	524,782	1,052,861	2,859,210	1,252,110	1,474,452
Total	524,782	1,052,951	2,859,210	1,252,110	1,474,452

ALLIANCE ON-DEMAND	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

**FY26 TRINITY METRO ADOPTED BUDGET
 MERCANTILE ON-DEMAND
 13400**

MERCANTILE ON-DEMAND	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Purchased Transportation	817,844	945,257	1,042,570	846,282	807,240
Total	817,844	945,257	1,042,570	846,282	807,240

MERCANTILE ON-DEMAND	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

**FY26 TRINITY METRO ADOPTED BUDGET
SOUTHSIDE ON-DEMAND
13500**

SOUTHSIDE ON-DEMAND	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Purchased Transportation	3,275,886	3,154,469	2,678,757	3,110,226	2,250,000
Total	3,275,886	3,154,469	2,678,757	3,110,226	2,250,000

SOUTHSIDE ON-DEMAND	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

**FY26 TRINITY METRO ADOPTED BUDGET
SOUTH TARRANT ON-DEMAND
13600**

SOUTH TARRANT ON-DEMAND	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Purchased Transportation	347,709	427,007	338,131	480,643	513,672
Total	347,709	427,007	338,131	480,643	513,672

SOUTH TARRANT ON-DEMAND	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

**FY26 TRINITY METRO ADOPTED BUDGET
SOUTHEAST ON-DEMAND
13800**

SOUTHEAST ON-DEMAND	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Services	10,123	102	-	-	-
Purchased Transportation	35,914	121,760	484,740	618,054	673,800
Fuels and Lubricants	-	216	-	-	-
Total	46,037	122,078	484,740	618,054	673,800

SOUTHEAST ON-DEMAND	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

**FY26 TRINITY METRO ADOPTED BUDGET
MANSFIELD ON-DEMAND
13901**

MANSFIELD ON-DEMAND	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Purchased Transportation	-	215,018	855,318	376,509	-
Total	-	215,018	855,318	376,509	-

MANSFIELD ON-DEMAND	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

**FY26 TRINITY METRO ADOPTED BUDGET
 NORTHEAST ON-DEMAND
 13902**

NORTHEAST ON-DEMAND	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Purchased Transportation	-	-	91,577	94,512	60,600
Total	-	-	91,577	94,512	60,600

NORTHEAST ON-DEMAND	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

**FY26 TRINITY METRO ADOPTED BUDGET
NORTHSIDE ON-DEMAND
13903**

NORTHSIDE ON-DEMAND	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Purchased Transportation	-	-	134,734	554,399	547,032
Total	-	-	134,734	554,399	547,032

NORTHSIDE ON-DEMAND	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

ON-DEMAND - Paratransit

Functions and Responsibilities

Trinity Metro Paratransit offers ADA paratransit services to certified Trinity Metro customers through service monitoring and customer feedback to drive performance and operate within established budgetary plans.

FY2025 Accomplishments

Innovation:

- VIA software and drivers successfully integrated into paratransit service provision
- Successful implementation of paratransit app for trip scheduling, checking on trip, checking scheduled trips, and cancelling trips

Fairness:

- Introduced new payment method (credit/debit) for Paratransit passengers to pay for On-Demand trips

FY2026 Planned Initiatives (Goals)

Innovation:

- Fully implement commingling on a larger scale to drive service efficiency up and reduce operating costs.
- Implement VIA Interactive Voice Response (IVR) for paratransit customers to reduce call volumes for our Customer Support Solutions team

Safety:

- Implement caregiver app for paratransit to allow caretakers to keep track of client trips and check on ride status

**FY26 TRINITY METRO ADOPTED BUDGET
PARATRANSIT ADMINISTRATION
41900**

PARATRANSIT ADMINISTRATION	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	1,586,915	1,487,405	1,444,141	1,380,542	1,382,582
Services	46,711	724	3,500	3,435	3,500
Fuels and Lubricants	1,748	254	-	235	200
Supplies	2,208	488	2,000	670	3,320
Utilities	5,599	7,257	6,240	7,383	6,300
Training Travel Membership	4,497	3,831	5,200	622	5,200
Total	1,647,678	1,499,959	1,461,081	1,392,887	1,401,102

PARATRANSIT ADMINISTRATION	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Access Lead Supervisor	1.00	-	-	-	-
Access Manager	1.00	1.00	1.00	1.00	1.00
Access Scheduler	3.00	3.00	3.00	3.00	3.00
Access Scheduling Supervisor	1.00	1.00	1.00	1.00	1.00
Access Service Coordinator	1.00	-	-	-	-
Access Supervisor - Admin	2.00	3.00	3.00	3.00	3.00
Access Supervisor - Radio	2.00	3.00	3.00	3.00	3.00
Access Supervisor - Street	3.00	2.00	2.00	2.00	2.00
Lead Access Supervisor - Admin	-	1.00	1.00	1.00	1.00
Total	14.00	14.00	14.00	14.00	14.00

**FY26 TRINITY METRO ADOPTED BUDGET
 PARATRANSIT STREET OPERATIONS
 41901**

PARATRANSIT STREET OPERATIONS	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	-	1,983	-	-	-
Total	-	1,983	-	-	-

PARATRANSIT STREET OPERATIONS	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
No Positions	-	-	-	-	-
Total	-	-	-	-	-

**FY26 TRINITY METRO ADOPTED BUDGET
PARATRANSIT OPERATIONS
41903**

PARATRANSIT OPERATIONS	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	2,766,967	3,075,513	3,710,985	3,058,422	3,427,188
Services	2,361	-	-	(56)	-
Purchased Transportation	5,120,805	5,626,887	7,739,669	10,547,841	8,388,607
Fuels and Lubricants	113,481	85,045	-	152	-
Supplies	412	-	2,400	-	5,300
Utilities	33,340	34,249	28,554	4,080	28,554
Training Travel Membership	954	303	-	(85)	500
Total	8,038,320	8,821,997	11,481,608	13,610,354	11,850,149

PARATRANSIT OPERATIONS	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Access Bus Operator	38.00	46.00	47.00	47.00	47.00
Access Bus Operator - PT	1.00	1.00	1.00	1.00	1.00
Access Bus Operator Trainee	12.00	2.00	2.00	2.00	2.00
Access Bus Operator Trainee - PT	-	1.00	1.00	1.00	1.00
Total	51.00	50.00	51.00	51.00	51.00

Vehicle Maintenance

Functions and Responsibilities

To provide clean, safe reliable vehicles in support of the operational needs of Trinity Metro.

FY2025 Accomplishments

Reliability:

- Revenue fleet Mean Distance Between Failures (MDBF) exceeded 12,000 miles.
- Paratransit fleet Mean Distance Between Failures (MDBF) exceeded 14,000 miles.
- Revenue fleet in service rate met no more than 15 revenue vehicles being down daily.

Innovation:

- Continued efforts to comply with and support the “Clean Fleet Policy” in coordination with NCTCOG and DFWCCC to promote new cleaner technology and its utilization within our community and surrounding areas. This included low/no emission, zero or near zero emissions, and alternative powered vehicles.

Sustainability:

- Preventative maintenance inspection compliance for fixed route buses to be at or less 7,500 miles in order to improve customer service and reliability.
- Preventative maintenance inspection compliance for Paratransit vehicles to be at or less than 3,500 in order to improve customer service and reliability.

Fairness:

- All maintenance management personnel attended managerial training.
- All technicians attended familiarization and in-depth training to ensure they were up-to-date on all technical improvements which enhanced fleet operations.
- All maintenance personnel attended training on the new electric vehicles to ensure competency with the new technology and safety practices.
- Safety and maintenance bulletins were provided on a bi-weekly basis to ensure all personnel were familiar with the latest technologies and procedures.

FY2026 Planned Initiatives (Goals)

Reliability:

- Revenue fleet Mean Distance Between Failures (MDBF) to meet and or exceed 9,000 miles.
- ON-DEMAND (formerly ACCESS) fleet Mean Distance Between Failures (MDBF) to meet and or exceed 11,000 miles.
- Revenue fleet in service rate to meet or exceed no more than 22 revenue vehicles being down daily.
- ON-DEMAND fleet in service rate to meet or exceed no more than 8 paratransit vehicles being down daily.

Innovation:

- Continue efforts to comply with and support the “Clean Fleet Policy” in coordination with NCTCOG and DFWCCC to promote new cleaner technology and its utilization within our community and surrounding areas. This includes low/no emission, zero or near zero emissions, and alternative powered vehicles.

Sustainability:

- Preventative Maintenance inspection compliance for fixed route buses to be at or less 6,500 miles in order to improve customer service and reliability.
- Preventative Maintenance inspection compliance for ON-DEMAND vehicles to be at or less than 3,500 in order to improve customer service and reliability.
- Safety and maintenance bulletins will be provided on a bi-weekly basis to ensure all personnel are familiar with the latest technologies.

Fairness:

- All maintenance management personnel will attend managerial training in order to help them improve their managerial skills.
- All technicians will attend familiarization and in-depth training to ensure they are up to date on all technical improvements, which will enhance fleet operations.
- All maintenance personnel will attend training on the new electric vehicles to ensure competency with the new technology and safety practices going forward.

**FY26 TRINITY METRO ADOPTED BUDGET
 MAINTENANCE ADMINISTRATION
 41600**

MAINTENANCE ADMINISTRATION	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	662,532	657,110	780,048	730,153	815,953
Services	321,616	308,112	423,524	125,326	423,524
Fuels and Lubricants	212,047	203,796	200,000	215,333	200,000
Tires, Tubes, & Parts	(22,490)	4,504	4,500	42,916	4,500
Supplies	13,250	19,777	6,800	15,513	6,800
Utilities	5,777	5,942	7,475	5,986	7,354
Taxes and Fees	3,782	2,183	3,800	1,792	1,611
Training Travel Membership	8,475	94,033	43,700	41,716	24,087
Total	1,204,989	1,295,457	1,469,847	1,178,736	1,483,829

MAINTENANCE ADMINISTRATION	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Director of Maintenance	1.00	1.00	1.00	1.00	1.00
Fleet Reliability Manager	1.00	1.00	1.00	1.00	1.00
Maint Admin Assistant	1.00	1.00	1.00	1.00	1.00
Maint Admin Coordinator	1.00	1.00	1.00	1.00	1.00
Maintenance Manager	1.00	1.00	1.00	1.00	1.00
Quality Assurance Tech	1.00	2.00	2.00	2.00	2.00
Total	6.00	7.00	7.00	7.00	7.00

**FY26 TRINITY METRO ADOPTED BUDGET
PARATRANSIT MAINTENANCE
41601**

PARATRANSIT MAINTENANCE	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	1,435,078	1,502,692	1,370,387	1,494,892	1,527,521
Services	44,714	30,924	42,000	(27,436)	42,000
Fuels and Lubricants	295,468	188,882	290,000	168,920	290,000
Tires, Tubes, & Parts	550,235	822,759	528,300	617,168	528,300
Supplies	5,692	1,679	3,800	1,751	199
Training Travel Membership	16	1,184	-	95	-
Total	2,331,203	2,548,120	2,234,487	2,255,389	2,388,020

PARATRANSIT MAINTENANCE	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
A Rate Mechanic - Van Shop	5.00	6.00	4.00	4.00	4.00
C Rate Mechanic - Van Shop	4.00	5.00	7.00	7.00	7.00
Maint Supervisor - Van Shop	3.00	4.00	4.00	4.00	4.00
Specialist - Van Shop	1.00	1.00	1.00	1.00	1.00
Total	13.00	16.00	16.00	16.00	16.00

FY26 TRINITY METRO ADOPTED BUDGET
BODY SHOP
41604

BODY SHOP	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	751,609	793,846	728,084	766,638	800,258
Services	150	488	-	181	-
Fuels and Lubricants	-	42	-	-	-
Tires, Tubes, & Parts	(12,162)	(96,074)	50,759	187,575	55,654
Supplies	493	-	-	651	79
Training Travel Membership	-	-	-	-	-
Total	740,090	698,302	778,843	955,046	855,991

BODY SHOP	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
A Rate Mechanic - Body Shop	6.00	6.00	6.00	6.00	6.00
Maint Supervisor - Body Shop	1.00	1.00	1.00	1.00	1.00
Specialist - Body Shop	1.00	1.00	1.00	1.00	1.00
Total	8.00	8.00	8.00	8.00	8.00

**FY26 TRINITY METRO ADOPTED BUDGET
ELECTRONICS
41605**

ELECTRONICS	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	983,303	1,018,203	944,927	1,161,269	1,131,985
Services	5,961	87,587	6,200	91,932	6,200
Fuels and Lubricants	51,969	-	-	-	-
Tires, Tubes, & Parts	134,775	106,636	269,000	87,159	269,000
Supplies	157,909	81,662	104,500	66,439	104,500
Utilities	1,339	1,492	1,550	1,898	1,550
Total	1,335,256	1,295,580	1,326,177	1,408,697	1,513,235

ELECTRONICS	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
A Rate Mechanic - Elec Shop	7.00	5.00	5.00	5.00	5.00
C Rate Mechanic - Elec Shop	1.00	4.00	4.00	4.00	4.00
Maint Supervisor - Elec Shop	1.00	1.00	1.00	1.00	1.00
Specialist - Elec Shop	1.00	1.00	1.00	1.00	1.00
Technician	1.00	-	-	-	-
Total	11.00	11.00	11.00	11.00	11.00

FY26 TRINITY METRO ADOPTED BUDGET
RUNNING REPAIR
41606

RUNNING REPAIR	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	3,048,086	3,391,962	3,353,672	3,378,514	3,713,652
Services	359,849	798,101	615,000	305,595	615,000
Fuels and Lubricants	1,035,619	755,489	1,128,800	706,428	1,028,800
Tires, Tubes, & Parts	3,036,824	3,089,269	2,775,500	3,085,152	2,719,000
Supplies	31,341	75,825	85,000	14,223	80,000
Taxes and Fees	-	(15)	-	527	-
Training Travel Membership	-	674	-	9,319	-
Total	7,511,719	8,111,305	7,957,972	7,499,758	8,156,452

RUNNING REPAIR	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
A Rate Mechanic - Bus Shop	11.00	10.00	10.00	10.00	10.00
B Rate Mechanic - Bus Shop PT	-	1.00	0.50	0.50	0.50
C Rate Mechanic - Bus Shop	9.00	13.00	13.00	13.00	13.00
C Rate Mechanic - Bus Shop PT	-	1.00	0.50	0.50	0.50
Maint Supervisor - Bus Shop	3.00	3.00	3.00	3.00	3.00
Maint Training Assistant - Specialist	-	1.00	1.00	1.00	1.00
Rebuild Engine - Bus Shop	-	1.00	1.00	1.00	1.00
Shop Janitor	1.00	1.00	1.00	1.00	1.00
Specialist - Bus Shop	7.00	7.00	7.00	7.00	7.00
Technician	4.00	-	-	-	-
Total	35.00	38.00	37.00	37.00	37.00

FY26 TRINITY METRO ADOPTED BUDGET
SERVICE RACK
41607

SERVICE RACK	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	1,679,991	1,787,505	1,841,653	1,708,870	2,012,661
Services	-	-	-	-	-
Tires, Tubes, & Parts	147,490	111,014	165,775	84,635	165,775
Supplies	3,273	472	1,100	1,277	-
Utilities	-	-	-	-	-
Total	1,830,754	1,898,991	2,008,528	1,794,782	2,178,436

SERVICE RACK	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Asst Service Rack Supervisor	1.00	1.00	1.00	1.00	1.00
D Rate Mechanic - Service Rack	2.00	1.00	2.00	2.00	2.00
Maint Supv - Service Rack	1.00	1.00	1.00	1.00	1.00
Service Attendant	26.00	27.00	26.00	26.00	26.00
Total	30.00	30.00	30.00	30.00	30.00

Facilities Maintenance

Functions and Responsibilities

The Facilities Department supports the organization by providing clean, safe and well-maintained facilities for our staff, customers and the community.

FY2025 Accomplishments

Innovation:

- In order to have a well-maintained and modernized Station the Facilities team upgraded and beautified Centreport Station.

Safety:

- Began physical security enhancements at the HRP facility, including reinforced perimeter fencing, wrought iron spikes on turnstiles, and a barbed-wire-topped walk-through gate in the overflow lot.

Sustainability:

- Successfully reduced outsourcing costs in the Custodian Department by eliminating external contractor services and transitioning responsibilities to internal staff.

FY2026 Planned Initiatives (Goals)

Reliability:

- Ensure all equipment and facilities are well maintained by reporting on-time percentages for Preventative Maintenance with a goal of 95% on-time rate.

Sustainability:

- Invest in technical certifications and skill development for Facilities Staff, enhancing in-house expertise and reducing reliance on outsourced maintenance services.

Safety:

- Established a structured QA/QC process to verify quality compliance across preventive maintenance (PM) work, increasing accountability and

operational consistency, with a goal of 90% QA/QC rate on all closed work orders.

FY26 TRINITY METRO ADOPTED BUDGET
FACILITIES MAINT
41650

FACILITIES MAINT	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	3,182,789	3,886,324	3,985,473	4,182,769	3,825,655
Services	1,676,199	1,930,030	2,180,127	1,639,660	1,878,000
Fuels and Lubricants	8,180	10,730	12,000	6,286	12,000
Tires, Tubes, & Parts	463,316	697,129	589,500	500,450	650,000
Supplies	41,519	95,125	56,200	(6,588)	51,700
Utilities	1,132,693	1,269,923	1,248,042	1,238,880	1,272,000
Taxes and Fees	196	517	5,200	-	-
Training Travel Membership	86,880	137,481	127,000	53,400	134,000
Total	6,591,772	8,027,259	8,203,542	7,614,857	7,823,355

FACILITIES MAINT	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Assistant Dir. of Facilities	1.00	1.00	1.00	1.00	1.00
Asst Custodian Supervisor	1.00	1.00	1.00	1.00	1.00
Bldg Maint- Hvac	1.00	2.00	2.00	2.00	2.00
Bldg Maint Tech Irrigation	1.00	1.00	1.00	1.00	1.00
Bldg Maintenance Tech	8.00	6.00	6.00	6.00	6.00
Bldg Maintenance Tech- Painter	-	1.00	1.00	1.00	1.00
Bldg Maintenance Tech- Electrician	-	2.00	2.00	2.00	2.00
Bulding Maint Manager	1.00	1.00	1.00	1.00	1.00
Bus Stop Technician	1.00	1.00	1.00	1.00	1.00
Custodial Supervisor	1.00	1.00	1.00	1.00	1.00
Custodian	17.00	16.00	16.00	16.00	16.00
Director of Facilities	1.00	1.00	1.00	1.00	1.00
Facilities Admin Assistant	1.00	1.00	1.00	1.00	1.00
Facilities Maint Analyst	2.00	2.00	2.00	2.00	2.00
Facilities Maintenance Supervisor	1.00	1.00	1.00	1.00	1.00
Facilities PM	-	1.00	1.00	1.00	1.00
Grounds & Lots	2.00	1.00	1.00	1.00	1.00
Lead Bldg Maintenance Tech	2.00	2.00	2.00	2.00	2.00
Lead Custodian	-	1.00	1.00	1.00	1.00
Property Manager	1.00	1.00	1.00	1.00	1.00
Shelter Service Cleaners	8.00	8.00	8.00	8.00	8.00
Total	50.00	52.00	52.00	52.00	52.00

Fixed Route Operations

Functions and Responsibilities

Fixed Route Operations' purpose is to provide safe, customer focused and cost-effective public transportation services that enhance the quality of life for the citizens of Fort Worth and throughout Tarrant County.

FY2025 Accomplishments

Innovation:

- Blue Line launch

Reliability:

- Missed Trips less than 1% of goal

Sustainability:

- Staff operating revenue routes 100% participation (8hrs or more)

FY2026 Planned Initiatives (Goals)

Reliability:

- Missed Trips no greater than 1% daily
- OTP for fixed route 89% or greater for the year

Fairness:

- Meeting with team members one on one every (2) two weeks, follow up with concerns thru documentation

FY26 TRINITY METRO ADOPTED BUDGET
BUS OPERATIONS ADMINISTRATION
42100

BUS OPERATIONS ADMINISTRATION	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	1,112,132	2,203,670	1,844,449	2,407,639	2,146,253
Services	154,482	1,200	-	2,402	12,900
Fuels and Lubricants	-	5,649	-	3,979	3,000
Supplies	23,526	15,856	22,756	10,141	29,000
Utilities	2,002	2,722	2,832	2,980	2,900
Training Travel Membership	11,611	43,350	28,570	47,954	19,500
Total	1,303,753	2,272,447	1,898,607	2,475,095	2,213,553

BUS OPERATIONS ADMINISTRATION	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
COO	1.00	1.00	1.00	1.00	1.00
Maint Training Supervisor	-	1.00	1.00	1.00	1.00
Mats GM	1.00	-	-	-	-
Operations Director	1.00	-	-	-	-
Operations Mgr	1.00	-	-	-	-
Ops Service Coordinator	1.00	1.00	1.00	1.00	1.00
Ops Supervisor - Admin	5.00	7.00	7.00	7.00	7.00
Ops Supervisor - Street	-	1.00	1.00	1.00	1.00
Ops Training Supervisor	-	1.00	1.00	1.00	1.00
Sr. Scheduler	-	1.00	1.00	1.00	1.00
Technical Trainer	-	4.00	4.00	4.00	4.00
Total	10.00	17.00	17.00	17.00	17.00

FY26 TRINITY METRO ADOPTED BUDGET
BUS STREET OPERATIONS
42101

BUS STREET OPERATIONS	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	1,084,561	1,223,236	928,819	1,181,005	1,111,309
Services	551	773	4,088	63	4,000
Fuels and Lubricants	15,080	10,690	17,000	9,129	17,000
Tires, Tubes, & Parts	-	-	-	-	-
Supplies	1,169	4,181	1,100	511	2,185
Utilities	3,298	3,455	4,700	2,039	4,700
Training Travel Membership	-	-	5,000	947	5,000
Total	1,104,659	1,242,335	960,707	1,193,693	1,144,194

BUS STREET OPERATIONS	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Lead Supervisor - Dispatch	1.00	1.00	1.00	1.00	1.00
Lead Supervisor - Street	1.00	1.00	1.00	1.00	1.00
Operations Mgr	-	1.00	1.00	1.00	1.00
Ops Supervisor - Street	9.00	6.00	6.00	6.00	6.00
Total	11.00	9.00	9.00	9.00	9.00

FY26 TRINITY METRO ADOPTED BUDGET
BUS RADIO CONTROL
42102

BUS RADIO CONTROL	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	636,453	648,744	852,865	503,860	728,405
Services	147,622	167,474	173,049	172,734	173,008
Fuels and Lubricants	2,404	1,795	-	1,585	2,000
Supplies	14,336	-	12,000	12,600	114,199
Training Travel Membership	-	-	-	-	1,800
Total	800,815	818,013	1,037,914	690,779	1,019,412

BUS RADIO CONTROL	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Director of Operations	-	1.00	1.00	1.00	1.00
Ops Supervisor - Radio	6.00	6.00	6.00	6.00	6.00
Total	6.00	7.00	7.00	7.00	7.00

FY26 TRINITY METRO ADOPTED BUDGET
BUS OPERATIONS
42103

BUS OPERATIONS	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	21,518,336	22,996,442	24,010,483	21,777,114	24,776,158
Services	28,553	102,467	184,603	139,874	191,040
Purchased Transportation	863,691	942,902	1,000,566	912,059	932,865
Fuels and Lubricants	6,588	6,736	10,000	5,867	10,000
Tires, Tubes, & Parts	(155,629)	-	-	-	-
Supplies	2,750	7,803	8,800	5,289	13,300
Utilities	137,475	129,781	-	44,396	8,000
Training Travel Membership	3,821	8,978	56,500	34,528	61,500
Total	22,405,585	24,195,109	25,270,952	22,919,127	25,992,863

BUS OPERATIONS	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Bus Operator	251.00	259.00	264.00	264.00	264.00
Bus Operator - PT	3.00	2.00	2.00	2.00	2.00
Bus Operator Trainee	42.00	8.00	8.00	8.00	8.00
Total	296.00	269.00	274.00	274.00	274.00

Trinity Metro Bikes
Functions and Responsibilities

Trinity Metro Bikes serves the community by providing an affordable, efficient, environmentally-friendly bike share system that complements the services provided by other Trinity Metro departments and provides both residents and visitors a healthy, convenient way to move around the city for recreation and commuting.

FY2025 Accomplishments

Innovation:

- Closing down FWBS in Nov. 2024 and relaunching as Trinity Metro Bikes in Jan. 2025, with an all-new, easier-to-use bike-share system. New provider, new stations, new bikes, and new advanced technology.

Sustainability:

- Over 48k total rides since the relaunch of the new system.

Fairness:

- Created a \$2 Pay As You Go Pass, along with a \$10 yearly EBT Pass to keep prices affordable for all.

FY2026 Planned Initiatives (Goals)

Sustainability:

- 20% increase in bike share ridership over FY25.

Fairness:

- 3-5 new station deployments to meet the needs of our community.

Sustainability:

- Strengthen and build relationships with TCU, UNTHSC, and other higher educational institutions to ensure that the next generation of leaders embraces bike share as a dependable mode of transportation.

**FY26 TRINITY METRO ADOPTED BUDGET
 FORT WORTH BIKE SHARE ADMIN
 55100**

FORT WORTH BIKE SHARE ADMIN	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	453,541	498,800	610,684	504,406	546,117
Services	95,662	137,185	131,700	83,054	130,800
Purchased Transportation	-	8,510	-	(578)	-
Fuels and Lubricants	11,723	9,693	15,600	9,795	14,500
Tires, Tubes, & Parts	44,358	29,429	42,000	21,854	30,000
Supplies	62,347	16,880	130,800	156,255	40,100
Utilities	3,547	4,910	6,000	4,072	3,200
Training Travel Membership	51,203	51,062	52,300	47,308	52,300
Total	722,381	756,469	989,084	826,168	817,017

FORT WORTH BIKE SHARE ADMIN	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Bike Share Specialist	3.00	3.00	3.00	3.00	3.00
Bike Share Specialist - PT	3.00	3.00	1.00	1.00	1.00
Bikeshare Director	1.00	1.00	1.00	1.00	1.00
Intern - Bike Share	1.00	-	-	-	-
Mechanical Supervisor	1.00	1.00	1.00	1.00	1.00
Technical Supervisor	1.00	1.00	1.00	1.00	1.00
Total	10.00	9.00	7.00	7.00	7.00

Wellness Center

Functions and Responsibilities

Oversees and is responsible for the continual growth and development of Trinity Metro's long-term plans for all health and wellness programs. To increase the workforces' overall health while reducing job-related injuries and diseases associated with lack of proper health and wellness.

FY2025 Accomplishments

Fairness:

- Increased awareness and participation in our health care benefits through internal messaging, new employee orientation, all-hands meetings, and special events dedicated to the Wellness Department.

Innovation:

- Launched a new MyHC360+ app that's more user-friendly and easier to navigate than the previous Health Care app.

Sustainability:

- Hosted an annual Wellness Fair that showcased the Wellness Center, and had a table set up to help sign up team members for our free benefits package along with free membership to our bike share service.

FY2026 Planned Initiatives (Goals)

Fairness:

- Visit our multiple facilities (i.e., Grove, HRP, Central Station, etc.) to meet with team members to explain and discuss the wellness benefits available to them.

Innovation:

- Offer various fitness classes and health plans to all, so that our team members can stay healthy, thereby lowering the amount of medical expenses for doctor/hospital visits.

Innovation:

- Incorporate mental health well-being into the overall health & wellness offerings we provide.

**FY26 TRINITY METRO ADOPTED BUDGET
WELLNESS CENTER
55200**

WELLNESS CENTER	BUDGET SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Personnel	87,862	98,066	92,834	90,132	97,146
Services	37,328	33,620	42,000	27,730	42,000
Supplies	4,536	8,869	(16,900)	11,932	(2,983)
Training Travel Membership	-	2,254	-	753	-
Total	129,726	142,809	117,934	130,547	136,163

WELLNESS CENTER	PERSONNEL SUMMARY				
	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 (Unaudited)	FY26 Adopted
Health & Wellness Mgr	1.00	1.00	1.00	1.00	1.00
Total	1.00	1.00	1.00	1.00	1.00

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FY26 Operating Budget by Business Unit
(Amounts in 1000s)

<u>BU</u>	<u>BU Description</u>	<u>FY24 Actual</u>	<u>FY25 Unaudited</u>	<u>FY26 Adopted</u>
	BUSINESS			
11100	ADMINISTRATION	1,307	1,421	1,741
11200	CUSTOMER CARE	1,147	1,209	1,167
11210	ENVOY PROGRAM	390	309	379
11220	CUSTOMER RELATIONS	908	780	854
11240	PEOPLE AND CULTURE	-	26	-
11300	ACCOUNTING	1,313	1,327	1,411
11310	FINANCE	1,742	1,555	1,675
11400	HUMAN RESOURCES	3,093	3,092	2,555
	INFORMATION			
11500	TECHNOLOGY	7,154	6,139	6,906
11800	MARKETING	3,694	3,005	3,118
	GOVERNMENTAL			
11810	RELATIONS	259	249	185
12000	NETS PROGRAM	1,600	1,858	1,902
12100	GRANTS MANAGEMENT	8	2	-
12200	PLANNING	2,776	2,502	2,736
12300	PROCUREMENT	1,140	1,302	1,201
12400	PM	304	365	518
12500	RISK	578	1,138	852
12510	SAFETY	743	346	379
12600	SECURITY	2,760	3,618	3,065
12800	TCTS PROGRAM	292	292	318
12900	TEXRAIL	29,753	31,627	36,116
13000	TRE	17,038	16,104	23,056
13100	VANPOOL	1,253	1,398	1,604
13200	JARC VANPOOL	(9)	-	151
13300	ALLIANCE ON-DEMAND	1,053	1,661	1,474
13400	MERCANTILE ON-DEMAND	945	659	807
13500	SOUTHSIDE ON-DEMAND	3,154	2,357	2,250
13600	SOUTH TARRANT ON-DEMAND	427	408	514

<u>BU</u>	<u>BU Description</u>	<u>FY24 Actual</u>	<u>FY25 Unaudited</u>	<u>FY26 Adopted</u>
13800	SOUTHEAST ON-DEMAND	122	646	674
13901	MANSFIELD ON-DEMAND	215	359	-
13902	NORTHEAST ON-DEMAND	-	100	61
13903	NORTHSIDE ON-DEMAND	-	445	547
41600	MAINTENANCE ADMINISTRATION	1,295	1,283	1,484
41601	PARATRANSIT MAINTENANCE	2,548	2,101	2,388
41602	REBUILD ENGINE	78	-	-
41603	MATERIAL MANAGEMENT	1,056	850	820
41604	BODY SHOP	698	1,092	856
41605	ELECTRONICS	1,296	1,499	1,513
41606	RUNNING REPAIR	8,111	7,691	8,156
41607	SERVICE RACK	1,899	1,861	2,178
41650	FACILITIES MAINT	8,027	7,730	7,823
41900	PARATRANSIT ADMINISTRATION	1,500	1,508	1,401
	PARATRANSIT STREET			
41901	OPERATIONS	2	-	-
41903	PARATRANSIT OPERATIONS	8,822	12,701	11,850
41904	CONTRACTED SERVICES	1,483	430	373
	BUS OPERATIONS			
42100	ADMINISTRATION	2,272	2,791	2,214
42101	BUS STREET OPERATIONS	1,242	1,297	1,144
42102	BUS RADIO CONTROL	818	711	1,019
42103	BUS OPERATIONS	24,195	24,511	25,993
55100	FORT WORTH BIKE SHARE ADMIN	756	776	817
55200	WELLNESS CENTER	143	144	136
61100	DCTA OPERATIONS	76	12	-
100	FORT WORTH TRANS AUTHORITY	-	6,751	5,722
300	FWTA SCHOLARSHIP FUND	-	81	-
500	FORT WORTH BIKE SHARE	21	33	-
	Total Operating Expense	151,084	155,515	174,104

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GLOSSARY

Paratransit Advisory Committee – The advisory committee for Trinity Metro Paratransit.

Paratransitibility – (1) The extent to which facilities are barrier free and useable by disabled persons, including wheelchair users. (2) A measure of the ability or ease of all people to travel among various origins and destinations.

Paratransitable Service – Buses operating in regular service with wheelchair lifts, kneeling functions or other devices that permit disabled passengers to use the service.

Accrual Basis – Revenue and expenses are recorded in the period in which they are earned or incurred.

Alight – To get off a transit vehicle.

Allocation – An administrative distribution of funds.

Alternative Fuel – A liquid or gaseous non-petroleum fuel, used to power transit vehicle. Usually refers to alcohol fuels, mineral fuels, natural gas, and hydrogen.

Appropriation – The act of setting aside money for a specific purpose.

Audit – An objective examination and evaluation of the financial statements of an organization to make sure the records accurately represent the organization's transactions.

Automatic Vehicle Location (AVL) – Technology that tracks the current location of fleet vehicles to assist in dispatching, scheduling and answering specific customer inquiries.

Balanced Budget – Expenses/expenditures equaling revenues and budgeted surplus.

Base Fare – The price charged to one adult for one transit ride; excludes transfer charges, zone charges, express service charges, peak period surcharges and reduced fares.

Board – To enter a transit vehicle.

Budget – An estimation of revenue and expenses over a specified future period of time.

Budgeting – The documentation of intended expenditures over a specified period (normally one year) along with proposals for how to meet them.

Bus – A rubber-tired road vehicle designed to carry a substantial number of passengers, commonly operated on streets and highways for public transportation service.

Bus, Articulated – A bus usually 55 feet or more in length with two connected passenger compartments that bend at the connecting point when the bus turns a corner.

Bus, Express – A bus that operates a portion of the route without stops or with limited number of stops.

Bus, Transit – A bus with front and center doors, normally with a rear-mounted engine, low-back seating, and without luggage compartments or restroom facilities for use in frequent-stop service

Bus, Van – a 20-foot or shorter vehicle, usually with an automotive-style engine and limited seating normally entered directly through side or rear doors rather than from a central aisle, used for demand response, vanpool, and lightly patronized motorbus service.

Bus Lane – A street or highway lane intended primarily for buses, either all day or during specified periods, but sometimes also used by carpools meeting requirements set out in traffic laws

Bus Stop – A curbside place where passengers board or alight transit.

Bus Shelter – A structure constructed near a bus stop to provide seating and/or protection from the weather for the convenience of waiting passengers.

Bus Miles – The total miles of travel by bus, including both revenue and deadhead travel.

Capital – Long-term assets, such as property, buildings, roads, rail lines, and vehicles, used for more than one year.

Capital Assistance – Financial assistance for transit capital expenses (not operating costs); such aid may originate with federal, local or state governments.

Capital Costs – Costs of long-term assets of a public transit system such as property, buildings, vehicles, etc.

Capital Expenditures – Funds used by a company to acquire or upgrade physical assets such as property, buildings or equipment.

Capital Improvement Program – The list of capital projects for a five-to-seven-year programming period.

Capital Project – Construction and/or procurement of district assets, such as transit centers, transit vehicles and tracks.

Commuter - A person who travels regularly between home and work.

Commuter Rail – Local and regional passenger train service between a central city, its suburbs and/or another city, operating primarily during commute hours.

Compressed Natural Gas (CNG) – An alternative fuel; compressed natural gas stored under high pressure. CNG vapor is lighter than air.

Congestion Mitigation and Air Quality (CMAQ) – Federal funds available for either transit or highway projects which contribute significantly to reducing automobile emissions, which cause air pollution.

Corridor – A broad geographical band that follows a general directional flow or connects major sources of trips. It may contain a number of streets and highways and many transit lines and routes.

Deadhead – The movement of a transit vehicle without passengers aboard; often to and from a garage or to and from one route to another.

Demand responsive – Non-fixed-route service utilizing vans or buses with passengers boarding and alighting at per-arranged times at any location within the system's service area, also called "Dial-a-Ride."

Depreciation – The cost of an asset is allocated over the expected useful life of that asset.

Department of Transportation (DOT) – The Cabinet level Department of the federal government that is responsible for administration of general transportation programs including public transportation, highways, railroads, air transportation, shipping, and the coast Guard. Each state also has a department of transportation.

Depreciation – The allocation of costs of a tangible or physical asset over its useful life.

Disabled – With respect to an individual, a physical or mental impairment that substantially limits one or more of the major life activities of such an individual.

Disadvantaged Business Enterprise (DBE) – A business owned and operated by one or more socially and economically disadvantaged individuals as stated under section eight of the small business act.

Downtime – A period during which a vehicle is inoperative because of repairs or maintenance.

Earmark – A federal budgetary term that refers to the specific designation by congress that part of a more general lump-sum appropriation be used for a particular project; the earmark can be designated as a minimum and/or maximum dollar amount.

Enterprise Fund – A fund established by a governmental entity to account for operations of an enterprise activity.

Exclusive Right-of-way – A highway or other facility that can only be used by buses or other transit vehicles.

Expense - The amount of assets or services used during a period.

Fare – Payment in the form of coins, currency and passes collected for transit rides.

Fare Box – A device that accepts coins, currency or passes given by passengers as payment for rides.

Fare Box Recovery Ratio – A measure of the proportion of transit operating expenses covered by passenger fares. It is calculated by dividing a transit operator's fare box revenue by its total operating expenses.

Fare Box Revenue – Total revenue derived from the payment of passenger fares.

Fare Structure – The system set up to determine how much is to be paid by various passengers using the system.

Federal Transit Administration (FTA) – A part of the U.S. Department of Transportation (DOT). The FTA administers the federal program of financial assistance to public transit.

Fixed Route – Transit service provided on a repetitive, fixed-schedule basis, along a specific route.

Fiscal Year (FY) – The yearly accounting period for the federal government which begins October 1 and ends on the following September 30. The fiscal year is designated by the calendar year in which it ends.

Fund – An accounting entity with a self-balancing set of accounts that is used to record financial resources and liabilities, as well as operating activities, and which is segregated in order to carry on certain activities.

Fund Balance – The difference between assets and liabilities in the governmental fund financial statements.

Headway – Time interval between vehicles moving in the same direction on a particular route.

Intermodal – Switching from one form of transportation to another.

Joint Development – Ventures undertaken by the public and private sectors for development of land around transit stations or stops.

Kiss and Ride – A place where commuters are driven and dropped off at a station to board a public transportation vehicle.

Layover Time – Time built into a schedule between arrival at the end of a route and the departure for the return trip, used for the recovery of delays and preparation for the return trip.

Load Factor – The ratio of passengers actually carried versus the total passenger capacity of a vehicle.

Operating Cost – The total costs to operate and maintain a transit system.

Operating Expense – Monies paid in salaries, wages, materials, supplies and equipment in order to maintain facilities and equipment operate vehicles and settle claims.

Operating Revenue – receipts derived from or for the operation of transit service, including fare box revenue, revenue from advertising, interest and charter bus service and operating assistance from governments.

Para-transit - Transportation service required by The American with Disabilities Act (ADA), for individuals with disabilities who are unable to use fixed-route transit systems. The service must be comparable to the fixed route service in terms of hours of service and areas served.

Passenger Miles – Total number of miles traveled by passengers on transit vehicles.

Public Transit System – An organization that provides transportation services owned, operated, or subsidized by any municipality, county, regional authority, state, or other governmental agency, including those operated or managed by a private management firm under contract to the government agency owner.

Rail, Commuter – railroad local and regional passenger train operations between a central city, its suburbs and/or another central city. It may be either locomotive-hauled or self-propelled. And is characterized by multi-trip tickets, specific station-to-station fares, railroad employment practices and usually one or two stations in the central business district.

Rail, Heavy – An electric railway with the capacity for a “heavy volume” of traffic and characterized by exclusive rights-of-way for multi-car trains, high speed and rapid acceleration. In addition, there is sophisticated signaling and high platform loading.

Rapid Transit – Rail or motorbus transit service operating completely separate from all modes of transportation on an exclusive right-of-way.

Revenue – Money that comes into a business from the sale of goods or services.

Revenue Miles – Miles operated by vehicles available for passenger service.

Revenue Passenger – A passenger from whom a fare is collected.

Ridership – The Number of passengers using a particular form of public transportation in a given period of time.

Rolling Stock – The vehicles used in a transit system, including buses or rail cars.

Route Miles – The total number of miles included in a fixed route transit system network.

Service Area – A geographic area provided with transit service.

Shuttle – A public or private vehicle that travels back and forth over a particular route, especially a short route or one that provides connections between transportation systems, employment centers, etc.

Transfer Center – A fixed location where passengers interchange from one route or vehicle to another.

Transit Dependent – Someone who must use public transportation for his/her travel.

Transit Pass – A tax-free employee commute benefit in which an employer subsidizes up to \$60 per month for an employee’s transit fares or carpool charges. This benefit also applies to military and government employees.

Transit System – An organization (public or private) providing local or regional multi-occupancy-vehicle passenger service. Organizations that provide service under contract to another agency are generally not counted as separate systems.

Total Miles – The total miles include revenue, deadhead and maintenance services miles.

Vanpool – A group of passengers who share the use and cost of a van to travel to and from pre-arranged destinations together.

Vehicle Miles – Number of miles traveled by a vehicle.

Zone Fares – Different fares for different regions of service.

TRANSIT ACRONYMS

As with any industry, the public transportation industry has a unique set of jargon. Many of the frequently used terms and acronyms are as follows:

ACD	Automatic Call Distributor
ADA	Americans with Disabilities Act
APTA	American Public Transportation Association
ARRA	American Recovery and Reinvestment Act
AVL	Automated Vehicle Location
BNSF	Burlington Northern Santa Fe Railroad
BRT	Bus Rapid Transit
CAC	Customer Advisory Committee
CAFR	Comprehensive Annual Financial Report
CAPEX	Capital Expenditure
CBD	Central Business District
CFR	Code of Federal Regulation
CIP	Capital Improvement Plan
CMAQ	Congestion Mitigation and Air Quality
CNG	Compressed Natural Gas
COG	Council of Governments (also NCTCOG)
DART	Dallas Area Rapid Transit
DART LRT	Dallas Area Rapid Transit Light Rail Transit
DBE	Disadvantaged Business Enterprise
DCTA	Denton County Transportation Authority
DFW	Dallas Fort Worth
DOT	Department of Transportation
EAM	Enterprise Asset Management
EAP	Employee Assistance Program

ECA	Executive Committee Action
ERP	Enterprise Resource Planning
ETC	Employee Transportation Coordinator
FHWA	Federal Highway Administration
FLSA	Fair Labor Standards Act
FMLA	Family Medical Leave Act
FRBS	Fixed Route Bus Service
FTA	Federal Transit Administration
FWCS	Fort Worth Central Station
FWTA	Fort Worth Transportation Authority
FTE	Full-Time Equivalent
FY	Fiscal Year
GAAP	Generally Accepted Accounting Principles
GASB	Government Accounting Standards Board
GFOA	Government Finance Officers Association
HIPAA	Health Insurance Portability and Accountability Act
HR	Human Resources
ILA	Inter-local Agreement
IR	Informal Report
IVR	Interactive Voice Response
JARC	Job Paratransit and Reverse Commute
MITS	Mobility Impaired Transportation Service
MPO	Metropolitan Planning Organization
MTA	Metropolitan Transit Agencies
MSA	Metropolitan Statistical Area
NABI	North American Bus Industries
NCTCOG	North Central Texas Council of Governments (COG)
NETS	Northeast Transportation Service

NTC	North Texas Commission
NTD	National Transit Database
PIS	Passenger Information System
PTC	Positive Train Control
RDC	Rail Diesel Cars
RTA	Regional Transportation Authority
RTDM	Regional Travel Demand Management
SAN	Storage Area Network
STP-MM	Surface Transportation Program – Metropolitan Mobility
SW2NE	Southwest - to - Northeast Rail Corridor
SWTA	Southwest Transit Association
TCEQ	Texas Commission on Environmental Quality
TCTS	Tarrant County Transportation Service
TIP	Transportation Improvement Program
TOD	Transit Oriented Development
T&P	Texas & Pacific
TRTC	Tarrant Regional Transportation Coalition
TRE	Trinity Railway Express
TSO	Transit Security Officer
TTA	Texas Transit Association
TVM	Ticket Vending Machine
TWC	Texas Workforce Commission
TXDOT	Texas Department of Transportation
USDOT	United States Department of Transportation

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