



U.S. Department
of Transportation
**Federal Transit
Administration**

REGION VI
Arkansas, Louisiana,
New Mexico, Oklahoma,
Texas

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July 26, 2006

Mr. Fred Gilliam
President/CEO
Capital Metropolitan Transportation Authority
2910 East Fifth Street
Austin, Texas 78702

Dear Mr.  Gilliam:

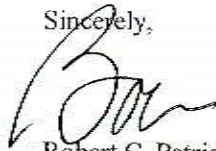
Re: FY 2006 Triennial Review

I am enclosing the Final Report of the Federal Transit Administration (FTA) Triennial Review for the Capital Metropolitan Transportation Authority (CMTA) of Austin, Texas. As required by the Federal Transit Laws, 49 U.S.C., Chapter 53 Sections 5307(i)(B)(2) and 5307(i)(B)(3) require the FTA to perform reviews and evaluations of Section 5307 grant activities at least every three years. Although less exacting than an audit, the Triennial Review is FTA's assessment of grantee compliance with Federal requirements determined by examining management practices and program implementation.

Reflected in the enclosed Final Report are the 23 reviewed items and the finding for each. Each item has a finding of either not deficient, deficient, not reviewed, or advisory comments. A deficient finding is followed by the corrective action(s) CMTA must take before the FTA can reassess the finding. CMTA has three findings in three areas that require corrective action. Within the time periods established by this report, please submit for FTA review, the documentation requested on each deficiency.

Please convey our appreciation to all the transit staff at CMTA for the assistance and cooperation they provided to the FTA review team.

Sincerely,



Robert C. Patrick
Regional Administrator

Enclosure

FINAL REPORT

FY2006 TRIENNIAL REVIEW

of the

**Capital Metropolitan Transportation Authority
(CMTA)
Austin, Texas**

Desk Review: January 18, 2006

Site Visit: June 27-29, 2006

July 2006

**Prepared for the
Federal Transit Administration
Region 6
Fort Worth, Texas**

by

**Mundle & Associates, Inc.
under subcontract to
CDI/DCI Joint Venture**

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I. TRIENNIAL REVIEW BACKGROUND

The United States Code, chapter 53 of title 49, requires the Federal Transit Administration (FTA) of the United States Department of Transportation (USDOT) to perform reviews and evaluations of Urbanized Area Formula Grant activities at least every three years. This requirement is contained in 49 U.S.C. 5307(i).

- (2) At least once every 3 years, the Secretary shall review and evaluate completely the performance of a recipient in carrying out the recipient's program, specifically referring to compliance with statutory and administrative requirements and the extent to which actual program activities are consistent with the activities proposed under subsection (d) of this section and the planning process required under sections 5303-5306 of this title.
- (3) The Secretary may take appropriate action consistent with the review, audit and evaluation under this subsection, including making an appropriate adjustment in the amount of a grant or withdrawing the grant.

The Triennial Review includes a review of the grantee's compliance in 23 different areas. The basic requirements for each of these areas are summarized below.

This report presents the findings from the Triennial Review of the Capital Metropolitan Transportation Authority (CMTA) of Austin, Texas. This review was performed in accordance with FTA procedures (published in FTA Order 9010.1B, April 5, 1993) and included preliminary reviews of documents on file at the Region 6 Office in Fort Worth, and on-site discussions and review of the procedures, practices, and records of CMTA as deemed necessary. The review concentrated primarily on procedures and practices employed during the past three years; however, coverage was extended to earlier periods as needed to assess the policies in place and the management of grants. During the visit, administrative and statutory requirements were discussed, documents were reviewed, and facilities were toured. Specific documents examined during the Triennial Review are available in FTA's and CMTA's files.

II. REVIEW PROCESS

The desk review was conducted in the Region 6 Office on January 18, 2006. Following the desk review, an agenda package was sent to CMTA advising it of the site visit and indicating additional information that would be needed and issues that would be discussed.

The site visit to Austin occurred on June 27-29, 2006. The individuals participating in the review are listed in Section VII of this report.

At the entrance conference, the purpose of the Triennial Review and the review process were discussed. During the site visit, urbanized area formula grant program administrative and

statutory requirements were discussed and documents were reviewed. CMTA's transit facilities were toured to provide an overview of activities related to FTA-funded projects. A sample of FTA-funded vehicles was inspected during the site visit.

On completion of the review, an exit conference was held with CMTA staff to discuss findings as well as corrective actions and schedules. This information is summarized in the table in Section V of this report. A draft copy of this report was provided to CMTA at the exit conference.

III. DESCRIPTION OF THE GRANTEE

Capital Metropolitan Transportation Authority (CMTA) provides transit service in the Austin metropolitan area, serving all of the City of Austin, the communities of Leander, Lago Vista, Jonestown, Manor San Leanna, Volente and Point Venture, and portions of surrounding Travis and Williamson Counties. CMTA is a Metropolitan Transportation Authority created in 1985 under the laws of the State of Texas. CMTA contracts with a subsidiary non-profit company, Star Tran, Inc., for management services and both fixed-route and paratransit operations. CMTA also has contracts for fixed-route services with First Transit, Veolia Transportation (formerly Connex) and Capital Area Rural Transportation (CARTS). Paratransit operations are contracted to CARTS, Austin Cab, Roy's Taxi and Greater Austin Transportation Company. The population of its service area is approximately 901,920.

CMTA operates a network of 143 fixed-routes. Service is provided 24 hours a day weekdays and Saturdays. Sunday service is operated from 5:00 a.m. to 11:30 p.m. The grantee's complementary paratransit service, known as Special Transit Service, operates weekdays 4:30 a.m. to 1:00 a.m., Saturdays 5:30 a.m. to 1:30 a.m., and Sundays 6:30 a.m. to 11:30 p.m.

The basic adult fare for bus service is \$0.50. Senior citizens, disabled persons, and Medicare cardholders ride for free during all service hours. The fare for ADA paratransit service is \$0.60.

CMTA operates a fleet of 406 buses for fixed-route service. Its bus fleet consists of standard 30-, 35-, 40- and 45-foot transit coaches and rubber-tired trolleys. The current peak requirement is for 338 vehicles. CMTA also has a fleet of 48 minibuses, which are operated by its contractor for ADA paratransit service, and 47 Ford Crown Victorias operated in non-ADA paratransit service. CMTA also provides 174 vans for a volunteer driver vanpool service.

CMTA operates from a two primary facilities: an administration and maintenance facility on East Fifth Street and a second administrative facility on 624 E. Pleasant Valley in Austin. There is a second maintenance facility on Ed Bluestein Avenue. CMTA also operates 15 Park & Ride facilities throughout its service area.

CMTA's National Transit Database Report for FY2005 provided the following financial and operating statistics for its fixed-route, paratransit, and vanpool services:

	Fixed-Route Service (DO & PT)	Paratransit Service (DO & PT)	Vanpool (DO)
Unlinked Passengers	32,488,221	3,851,495	286,211
Revenue Hours	1,060,827	224,297	49,483
Operating Expenses	\$97,017,412	\$23,516,037	\$863,303

Over the past three years, CMTA purchased 44 new fixed-route buses, opened its Northwest and Tech Ridge Park & Ride facilities and installed security cameras on many of its buses. Ongoing projects include construction of a new operations and maintenance facility and Integrated Voice Response and Automatic Vehicle Locator systems for both the paratransit and fixed-route fleets. Planned projects over the next several years include Bus Rapid Transit and commuter rail services, replacement bus and trolley procurements, and construction of two new Park & Ride facilities.

IV. RESULTS OF THE REVIEW

The Triennial Review focused on CMTA's compliance in 23 different areas. This section provides a discussion of the basic requirements and findings in each area. No deficiencies were found with the FTA requirements in 18 of the 23 areas. Deficiencies were found in the other five areas. Following the site visit, CMTA corrected the deficiencies in the Satisfactory Continuing Control and Buy America areas, and those findings are now closed.

1. Legal

Basic Requirement: The grantee must be eligible and authorized under state and local law to request, receive, and dispense FTA funds and to execute and administer FTA funded projects. The authority to take all necessary action and responsibility on behalf of the grantee must be properly delegated and executed.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for legal.

2. Financial

Basic Requirement: The grantee must demonstrate the ability to match and manage FTA grant funds, to cover cost overruns, to cover operating deficits through long-term stable and reliable sources of revenue, to maintain and operate federally funded facilities and equipment, and to conduct an annual independent organization-wide audit in accordance with the provisions of OMB C A-133.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for financial.

3. Technical

Basic Requirement: The grantee must be able to implement the Urbanized Area Formula Grant Program of Projects in accordance with the grant application, Master Agreement, and all applicable laws and regulations, using sound management practices.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for technical.

4. Satisfactory Continuing Control

Basic Requirement: The grantee must maintain control over real property, facilities and equipment and ensure that they are used in transit service.

Findings: During this Triennial Review of CMTA, deficiencies were found with the FTA requirements for satisfactory continuing control.

CMTA's spare ratio for fixed route buses exceeds FTA guidelines. CMTA operates 406 buses in fixed-route service. CMTA's peak service requirement is 323 vehicles, resulting in 83 spare buses and a spare ratio of 25.7 percent.

CMTA was directed to provide FTA with a bus fleet management plan no later than October 27, 2006 describing how it will utilize its fixed-route fleet and bring its spare ratio into compliance. On July 6, 2006, CMTA provided a detailed explanation showing the incorrect reporting of its peak requirement was due to a discrepancy between the calculation of the peak requirement for NTD reporting (obtained by using Trapeze scheduling software), and the actual peak need for buses. CMTA provided a Maximum Vehicle Requirement memo, vehicle pullout and assignment spreadsheets, and service schedules proving the CMTA peak requirement is actually 338 vehicles, not 323. This results in 68 spare buses and a 20.1 percent spare ratio. This finding has been closed.

5. Maintenance

Basic Requirement: The grantee must keep federally funded equipment and facilities in good operating order.

Findings: During this Triennial Review of CMTA, deficiencies were found with the FTA requirements for maintenance.

CMTA is not completing its preventive maintenance inspections on time. CMTA has established a 6,000-mile inspection interval for preventive maintenance on its fixed-route transit vehicles and 3,000 miles on its paratransit vehicles. A review of the records for a sample of the fleet indicated that 80 percent of fixed-route preventive maintenance inspections and 66.7 percent of paratransit preventive maintenance inspections were conducted on time. However, CMTA

provided additional information showing that only 67.7 percent of the total fixed-route preventive maintenance inspections were conducted on time over a three-year period from March 2003 through March 2006. The breakdown of on time performance was: 2003 – 61.6 percent, 2004 – 68.1 percent, and 2005 – 72.5 percent. This is a repeat finding from the prior triennial review.

Prior to the site visit, CMTA had already developed and implemented a plan to conduct its vehicle inspections on time and consistent with its preventive maintenance plan, and had submitted the plan to FTA. No later than October 27, 2006, CMTA must submit monthly preventive maintenance reports to FTA until it has achieved an on-time performance for preventive maintenance of at least 80 percent for six consecutive months.

6. Procurement

Basic Requirement: FTA grantees will use their own procurement procedures that reflect applicable state and local laws and regulations, provided that the process ensures competitive procurement and that the procedures conform to applicable federal law including 49 CFR Part 18, specifically Section 18.36 and FTA C 4220.1E, “Third Party Contracting Requirements.” Grantees will maintain a contract administration system that ensures that contractors perform in accordance with terms, conditions, and specifications of their contracts or purchase orders.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for procurement.

7. Disadvantaged Business Enterprise (DBE)

Basic Requirement: The grantee must comply with the policy of USDOT that DBEs, as defined in 49 CFR Part 26, are ensured nondiscrimination in the award and administration of USDOT-assisted contracts. Grantees also must create a level playing field on which DBEs can compete fairly for USDOT-assisted contracts; ensure that only firms that fully meet eligibility standards are permitted to participate as DBEs; help remove barriers to the participation of DBEs; and assist the development of firms that can compete successfully in the marketplace outside the DBE program.

Findings: During this Triennial Review of CMTA, no deficiencies were found with USDOT requirements for DBE.

8. Buy America

Basic Requirement: Per Buy America law, federal funds may not be obligated unless steel, iron, and manufactured products used in FTA-funded projects are produced in the United States, unless FTA has granted a waiver, or the product is subject to a general waiver. Rolling

stock must have a 60 percent domestic content and final assembly must take place in the United States.

Findings: During this Triennial Review of CMTA, deficiencies were found with the FTA requirements for Buy America.

An examination of the procurement files for the 2004 purchase of 30 Optima buses revealed that the Post-Delivery Purchaser's Requirement Certification and the Post-Delivery FMVSS Certification were not included in the file. The file also did not contain an inspector's report confirming the in-plant inspection of the buses during the manufacturing process.

CMTA was directed to execute the required Post-Delivery Purchaser's Requirement and Post-Delivery FMVSS Certifications and provide FTA with copies no later than October 27, 2006. CMTA also was directed to provide FTA with an explanation for the missing in-plant inspection report, and if necessary, provide FTA with revised procedures and a written assurance that all future procurements will fully comply with the Buy America requirements.

On July 6, 2006 CMTA provided copies of the signed Post-Delivery Purchaser's Requirement and FMVSS Certifications and also produced a copy of the in-plant inspection report for the 30 Optima buses purchased in 2004. These findings have been closed.

9. Suspension/Debarment

Basic Requirement: To prevent fraud, waste, and abuse in federal transactions, persons or entities, which by defined events or behavior, potentially threaten the integrity of federally administered programs are excluded from participating in FTA-assisted programs. FTA grantees are required to certify that they are not excluded from federally assisted transactions. Grantees also are required to ensure that none of the grantee's "principals" (as defined in the governing regulation 49 CFR Part 29), subrecipients, and third-party contractors and subcontractors is debarred, suspended, ineligible or voluntarily excluded from participation in federally assisted transactions.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for suspension/debarment.

10. Lobbying

Basic Requirement: Recipients of federal grants and contracts exceeding \$100,000 must certify compliance with Restrictions on Lobbying before they can receive funds. In addition, grantees are required to impose the lobbying restriction provisions on their contractors.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for lobbying.

11. Planning/Program of Projects

Basic Requirement: The grantee must participate in the transportation planning process in accordance with FTA requirements, Metropolitan Statewide Planning Final Rule, and Management Systems Interim Final Rule (Transportation Planning Regulations [TPR]), as revised.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for planning/POP.

12. Title VI

Basic Requirement: The grantee must ensure that no person in the United States shall, on the ground of race, color, or national origin, be excluded from participating in, or denied the benefits of, or be subject to discrimination under any program or activity receiving federal financial assistance. The grantee must ensure that federally supported transit service and related benefits are distributed in an equitable manner.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for Title VI.

13. Public Comment Process for Fare and Service Changes

Basic Requirement: The grantee must have a locally developed process to solicit and consider public comment before raising a fare or carrying out a major reduction of transportation.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for public comment process for fare and service changes.

14. Half Fare

Basic Requirement: Grantees must ensure that elderly persons and persons with disabilities, or an individual presenting a Medicare card, will be charged during non-peak hours for transportation using or involving a facility or equipment of a project financed under Section 5307 not more than 50 percent of the peak hour fare.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for half fare.

15. ADA

Basic Requirement: Titles II and III of the Americans with Disabilities Act of 1990 provide that no entity shall discriminate against an individual with a disability in connection with

the provision of transportation service. The law sets forth specific requirements for vehicle and facility accessibility and the provision of complementary paratransit service.

Findings: During this Triennial Review of CMTA, deficiencies were found with the FTA requirements for ADA.

CMTA's complementary ADA paratransit service, Special Transit Service (STS), does not operate during the same hours as the fixed-route service. The fixed-route service operates 24 hours on weekdays and Saturdays, while the STS service ceases operations at 1:00 a.m. weekdays and 1:30 a.m. Saturdays.

CMTA must take immediate steps to bring the paratransit service hours into compliance with the ADA requirements. No later than August 28, 2006, provide FTA with documentation of all actions taken to correct this deficiency.

16. Charter Bus

Basic Requirement: Grantees are prohibited from using federally funded equipment and facilities to provide charter service except on an incidental basis and when one or more of applicable exceptions for urban areas set forth in the charter service regulation at 49 CFR 604.9 (b) applies.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for charter bus.

17. School Bus

Basic Requirement: Grantees are prohibited from providing exclusive school bus service unless the grantee qualifies under specified exceptions. In no case can federally funded equipment or facilities be used.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for school bus.

18. National Transit Database (NTD)

Basic Requirement: The grantee must collect, record, and report financial and non-financial data in accordance with the Uniform System of Accounts (USOA) and updated with the *National Transit Database (NTD) Reporting Manual* as required by 49 USC 5335(a).

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for National Transit Database.

19. Safety and Security

Basic Requirement: Any recipient of Urbanized Area Formula Grant Program funds must annually certify that it is spending one percent of such funds for transit security projects or that such expenditures for security systems are not necessary.

Under the safety authority provisions in the federal transit laws, the Secretary has the authority to investigate the operations of the grantee for any conditions that appear to create a serious hazard of death or injury especially to patrons of the transit service. However, FTA has no specific requirements for transit safety. States are required to oversee the safety of rail fixed guideway systems through a designated oversight agency.

Findings: A summary of CMTA's expenditures for security projects is provided in Section VI of this report.

During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for safety and security.

20. Drug-Free Workplace

Basic Requirement: Grantees are required to maintain a drug-free workplace for all employees and to have an ongoing drug-free awareness program.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for drug-free workplace.

21. Drug and Alcohol Program

Basic Requirement: Grantees receiving FTA funds under Capital Grant, Urbanized Area Formula Grant, or Non-Urbanized Area Formula Grant Programs must have a drug and alcohol testing program in place for all safety-sensitive employees.

Findings: During this Triennial Review of CMTA, deficiencies were found with the FTA requirements for the drug and alcohol program.

The drug and alcohol policy of a CMTA contractor, Veolia Transportation, did not adequately define behavior that constitutes a refusal to submit to a drug or alcohol test. No later than September 27, 2006, CMTA needs to provide FTA with evidence that Veolia Transportation has updated its drug and alcohol policy to include behaviors that constitute a refusal to submit to a drug and alcohol test. The revised policy must be approved by the Veolia Board of Directors, and re-communicated to all safety sensitive employees.

22. Equal Employment Opportunity (EEO)

Basic Requirement: The grantee must ensure that no person in the United States shall, on the ground of race, color, creed, national origin, sex, age, or disability be excluded from participating in, denied the benefits of, or be subject to discrimination in employment under any project, program or activity receiving federal financial assistance from the federal transit laws.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for EEO.

23. ITS Architecture

Basic Requirement: Intelligent Transportation Systems (ITS) projects funded by the Highway Trust Fund and the Mass Transit Account must conform to the National ITS Architecture, as well as to U. S. Department of Transportation (DOT) adopted ITS standards.

Findings: During this Triennial Review of CMTA, no deficiencies were found with the FTA requirements for ITS architecture.

V. SUMMARY OF FINDINGS AND CORRECTIVE ACTIONS

Review Area	Finding	Deficiency	Corrective Action	Response Days/Date	Date Closed
1. Legal	ND				
2. Financial	ND				
3. Technical	ND				
4. Satisfactory Continuing Control	D-08	Excessive fixed route bus spare ratio	Provide FTA with a bus fleet management plan describing how the fixed-route fleet will be utilized and bring the spare ratio into compliance.	10/27/06	7/6/06
5. Maintenance	D-04	Late vehicle preventive maintenance	Submit monthly preventive maintenance reports to FTA until an on-time performance for preventive maintenance of at least 80 percent is achieved for six consecutive months.	10/27/06	
6. Procurement	ND				
7. Disadvantaged Business Enterprise	ND				
8. Buy America	D-03	Pre award and/or post delivery certifications lacking	Execute the required Post-Delivery Purchaser's Requirement and Post-Delivery FMVSS Certifications and include them in the procurement file. Provide FTA with a copy.	10/27/06	7/6/06
	D-05	Rail vehicles/11+ buses purchased without in-plant inspectors	Provide FTA with an explanation for the missing in-plant inspection report, and if necessary, provide FTA with revised procedures and a written assurance that all future procurements will fully comply with the Buy America requirements.	10/27/06	7/6/06
9. Suspension/Debarment	ND				
10. Lobbying	ND				
11. Planning/POP	ND				
12. Title VI	ND				
13. Public Comment for Fare and Service Changes	ND				
14. Half Fare	ND				
15. ADA	D-04	ADA Complementary Paratransit service deficiencies	Bring the paratransit service hours into compliance with the ADA requirements. Provide FTA with documentation of all actions taken.	08/28/06	

Review Area	Finding	Deficiency	Corrective Action	Response Days/Date	Date Closed
16. Charter Bus	ND				
17. School Bus	ND				
18. National Transit Database	ND				
19. Safety and Security	ND				
20. Drug-Free Workplace	ND				
21. Drug and Alcohol Program	D-02	Drug and alcohol policy lacking required elements	Provide FTA with evidence that Veolia Transportation has updated its drug and alcohol policy to include behaviors that constitute a refusal to submit to a drug and alcohol test. The revised policy must be approved by the Veolia Board of Directors, and re-communicated to all safety sensitive employees.	09/27/06	
22. Equal Employment Opportunity	ND				
23. ITS Architecture	ND				

Findings: ND = No Deficiencies; D = Deficient; AC = Advisory Comment; NA = Not Applicable; NR = Not Reviewed

VI. TRANSIT SECURITY EXPENDITURES

Does CMTA utilize the one percent expenditure of its Urbanized Area Formula Grant funds for transit security?: Yes X (FY2003, FY2005) No X (FY2004)

If no, why does CMTA consider such expenditure unnecessary (check all that apply):

- Existing security measures meet agency needs
- Level of incidents does not warrant further security expenditures
- Potential security threats are minimal
- Adequate local and federal (less than one percent) funds are spent on security projects.

Security Projects	Annual Expenditures (in Dollars \$)		
	FY 2003	FY 2004	FY 2005
Total amount 5307 expended	12,692,271	3,878,653	26,588,120
Amount 5307 Funds expended on security	389,374	13,258	266,722
Security percentage	3.07%	.34%	1.00%
Projects			
Infrastructure/Capital Improvements			
Increased lighting			17,300
Increased Surveillance			47,680
Emergency Comm.			
Other Projects (list)			
Combined Emergency Center		590,187	
* Gate/Barrier Project (TX-03-0253 FTA Portion)		46,642	3,458
Operating/Personnel Expenditures			
In-House Security Personnel	774,276	711,187	817,084
Contract Security Personnel	373,526	272,508	334,584
Security Training	2,981	1,979	9,567
Other Projects (list)			
Emergency Preparedness Drills & Evaluation (TX-40-x040)	5,194.84	30,664.35	

VII. ATTENDEES

Name	Title/Organization	Phone Number	e-mail address
CMTA			
Dwight A. Ferrell	EVP/COO	512.369.6560	dwight.ferrell@capmetro.org
Scott Phebus	Asst. Director Operations	512.369.7795	scott.phebus@capmetro.org
Randy Hume	Project Controls Manager	512.338.2768	randall.hume@capmetro.org
Cynthia Hernandez	EVP, Finance & Administration	512.389.7524	cynthia.hernandez@capmetro.org
John Hodges	Manager, Facilities Design & Construction	512.389.7489	john.hodges@capmetro.org
Mark Ostertag	Director, Safety & Security	512.389.7478	mark.ostertag@capmetro.org
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Terry Ermis	Maintenance Planner	512.389.7459	terry.ermis@capmetro.org
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Eddie Benson	Superintendent – Vehicle Maintenance	512.389.7541	eddie.benson@capmetro.org
Roberto Gonzalez	Principal Planner	512.369.6035	roberto.gonzalez@capmetro.org
Caroline Beyer	Internal Audit Director	512.389.7560	caroline.beyer@capmetro.org
James Swift	EEO Officer	512.369.6025	james.swift@capmetro.org
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Shanea Davis	Procurement Manager	512.389.7531	shanea.davis@capmetro.org
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Elizabeth Herrera	Alcohol-Drug Free Workplace Coordinator	512.389.7508	elizabeth.herrera@capmetro.org
Cynthia Lucas	Marketing Manager	512.369.6078	cynthia.lucas@capmetro.org
Marcus Horton	Internal Auditor	512.389.7437	marcus.horton@capmetro.org
Elaine Williams	Internal Auditor	512.389.7422	elaine.williams@capmetro.org
Jane Schroter	IT PMO	512.369.6073	jane.schroter@capmetro.org
Aida B. Douglas	DBE Officer	512.369.6200	Aida.douglas@gmail.com
Lamont Ross	DBE/Community Outreach Coordinator	512.389.7434	lamont.ross@capmetro.org
Carmen Gonzales	DBE Program Specialist	512.369.6255	carmen.gonzales@capmetro.org
FTA			
Cheryle Tyson	Regional Engineer	817.978.0568	Cheryle.tyson@dot.gov
Mundle & Associates, Inc.			
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