



CDTA COMMITTEE AGENDA
Strategic and Operational Planning Committee
Thursday, January 22, 2026 | 12:00 PM
Microsoft Teams & 110 Watervliet Ave

Committee Item	Responsibility
Call to Order	Mike Criscione
Approve Minutes of Thursday, November 20, 2025	Mike Criscione
Administrative Discussion Item	
• Disadvantaged Business Enterprise Program Review	Stacy Sansky

Next Meeting: Thursday, February 19, 2026, at 12:00pm via Microsoft Teams and 110 Watervliet Ave.

Adjourn	Mike Criscione
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Capital District Transportation Authority

Strategic and Operational Planning Committee

Meeting Minutes – November 20, 2025, at 12:02 pm; via Microsoft Teams and 110 Watervliet Ave.

In Attendance: Jayme Lahut, Michael Criscione, Patrick Lance, Georgeanna Nugent; Frank Annicaro, Amanda Avery, Chris Desany, Lance Zarcone, Jaime Kazlo, Gary Guy, Jon Scherzer, Patricia Cooper, Rich Cordero, Kelli Schreibvogl, Stacy Sansky, Thomas Guggisberg, Dave Williams, Sarah Matrose, Jack Grogan, Jeremy Smith, Elide Oyanedel, Emily DeVito, Keosha Miles, Calvin Young, Mike Williams, Emily Loughlin

Meeting Purpose

Regular monthly meeting of the Strategic and Operational Planning Committee. Committee Chair Michael Criscione noted that a quorum was present. Minutes from October 23, 2025, meeting were reviewed and approved.

Administrative Discussion Items

CDTA Core Values Refresh

- Emily DeVito gave an update on our strategic and operational planning process, which has a renewed focus on the values that guide our organization. Values are essential because they provide a shared purpose for our team, shape our culture, and guide decision-making.
- Currently, CDTA is known for designing and delivering reliable, customer-focused services. We prioritize respect, integrity, and innovation, and strive for financial stability and efficiency. Our leadership in regional mobility is evident, as we work to serve all riders and support our employees.
- Recognizing the need to refresh our values, the Leadership Academy, internal working groups, and a survey informed the development of new guiding principles. Common themes that emerged were respect, accountability, safety, and communication.
- As a result, CDTA has adopted the D.R.I.V.E.S. values: Dedication, Respect, Innovation, Versatility, Excellence, and Safety.
- The next steps include presenting these refreshed values at the upcoming Board retreat, developing strategies for rolling them out across the organization, and engaging employees to bring these values to life in their daily work.

Capital Projects Update

- Emily Loughlin provided a capital projects planning update. It covered several important infrastructure projects underway across our service area. In Amsterdam, we are improving intersections and bus stops at Church and Kellogg Streets, with design work coordinated with the City and NYSDOT and funding from a TAP grant.

- In Montgomery County, we are finalizing designs for a safer bus turnaround at St. Mary's Memorial Campus, new crosswalks and stops at Route 5 Industrial Park, and upgrades to the Exit 26 and Exit 27 Park & Ride facilities, including expanded boarding areas and a bus-only lane.
- In Ballston Spa, we are enhancing three sites with new shelters, sidewalks, and crosswalks, working closely with the Village and National Grid.
- Additional improvements are planned for Old Loudon and Cobbee Roads in Colonie, focusing on safer access for student riders, and for Washington Avenue and North Allen Street in Albany, where sidewalk grading will improve accessibility.

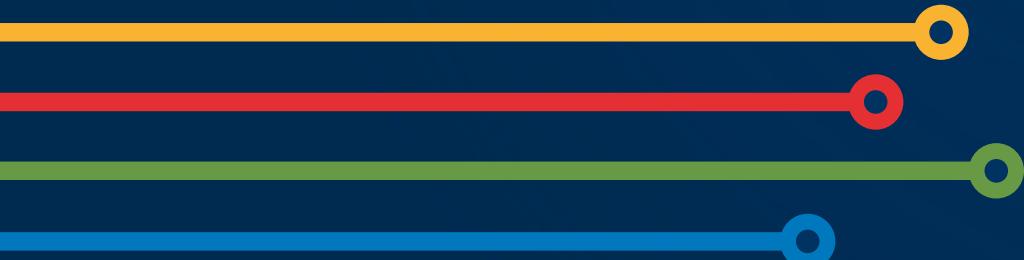
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Next Meeting

Thursday, January 22, 2026, at 12:00pm via Microsoft Teams and at 110 Watervliet Ave.

Overview of The Disadvantaged Business Enterprise Program **(DBE)**

Strategic & Operational Planning Committee



January 22, 2026



Agenda

- DBE Program Introduction
- Original Program Goals
 - CDTA Participation
- 2025 Program Changes
 - How Changes Affect CDTA
- Observations
- Conclusions





Introduction

3. DBE

- The DBE program was introduced in 1983 to provide a way for socially and economically disadvantaged small business to have a more equal opportunity to compete for Federal Contracts.
- In 2025 significant changes were made to the program.



The Program Goals

Original Program

- Promote fairness and transparency in the award and administration of DOT-assisted contracts;
- Remove barriers that have historically limited the participation of disadvantaged businesses;
- Foster growth and competitiveness of DBE firms to succeed within and beyond the program;
- Ensure recipients of federal transportation funds implement requirements of program;
- Create objective participation requirements for businesses (gross revenue, personal wealth, etc) for fair participation.



CDTA Participation

- CDTA utilized goal setting methodology prescribed by FTA.
- Most recent three-year goal set in 2024 was 3.7%, the previous goal was 4.7%.
 - Payments to prime & subcontractors are closely monitored for DBE payments, and job sites are inspected to ensure DBE's are doing contracted work.
 - Semi-annual reports are filed with FTA to show current participation and to update the goal if it will not be met.
 - Staff uses several methods to reach goal.
 - Outreach
 - Education
 - Scoring Criteria for RFP's



DBE Program Effective October 2025

- Elimination of race and sex-based presumption of disadvantage; applicants must now provide narrative to individually prove disadvantage;
- Requires all currently certified DBEs to apply for recertification under new program rules; and requires the Unified Certification Programs (UCP's) in each state to create new certification programs;
- Temporarily suspends contract-level DBE goals and counting DBE participation until UCP recertification is complete.
 - Further clarifies there is no penalty for non-compliance by federal recipients during the transition.

POLITICS U.S. Department of Transportation Add Topic +

Trump administration agrees to end use of race, gender in highway, transit contracts

The Trump administration agreed to end the U.S. Transportation Department's use of race or gender when awarding highway and transit project funding.

David Shepardson Reuters
May 28, 2025, 4:21 p.m. ET



What Does This Mean for CDTA?

- CDTA does not use contract goals (known as race-conscious goals). Therefore, there is no impact to current or upcoming procurements;
- CDTA does not certify DBEs for the UCP and will not devote staff time to creating a new program or reviewing applications;
- There will be no semi-annual reporting or data collection required until the New York State UCP complies with the new rules;
- Prompt payment and termination clauses in contracts are unchanged.



Observations

- No timeline established for UCP's to adopt the new standards or complete the recertifications; and no penalty for failure to create new program;
- The U.S. DOT has not issued uniform guidance on how certifying agencies should determine eligibility under new criteria;
 - The new process is very subjective.
- Growing concern that the new requirements will discourage firms from future attempts at participation.



Conclusion

- There is minimal short-term impact to CDTA, but long-term program effects are TBD.
- CDTA is an active participant in both the APTA Procurement and DBE committees and will continue to monitor both groups and FTA for updates.



THANK YOU!

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Questions? | Comments? | Next Steps.