Community Advisory Committee Meeting #3
Meeting Summary

Meeting Date: 2/20/20
Location: Larcom City Hall, 301 E. Huron St, 2nd Floor Council Chambers

* Meeting notes are a staff summary, not a transcript.

Meeting Summary

Attendees

CAC Members: Michael Appel, Matthew Budd, Jessica Letaw, Mike Malach (for Mary Kerr), Tedi Milgrom, Seth Peterson, Nate Phipps, Will Purves, Grace Singleton, Nathan Voght, John Waterman, Erika Williams-Hickman

Public attendees: Susan Grasso, Larry Deck, Sam Firke, Jennifer Hall, Holly Eliot, Clark Charnetski

City Staff: Eli Cooper, Cynthia Redinger

Councilmembers: Griswold (Ward 2)

Consultant Team: Stacey Meekins, Sam Schwartz; Jeromie Winsor, AECOM; Sarah Lagpacan, AECOM

Meeting Agenda

Purpose: Present an overview of innovative strategies; discuss priority of strategies

Agenda:

1. Introductions
2. Plan progress review
3. Overview of innovative strategies
4. Prioritization exercise
5. Focus area overview
6. Wrap up and next steps
7. Public comment
Plan Progress Update
The consultant team provided an overview of public outreach activities that occurred since the previous Technical Advisory Committee (TAC) meeting, including one Open House event at City Hall on November 20, 2019; an online survey regarding the focus corridors, active between the Open House and December 9, 2019; and an online survey regarding pedestrian crossings, active in January, 2020.

Overview of Innovative Strategies
The consultant team provided an overview of strategies that are being considered for incorporation into the plan. The discussion was intended to provide background for the prioritization exercise. The strategies reviewed can be found in the presentation.

Prioritization Exercise
Committee members were divided into groups, based on the values of the plan:
1. Safety
2. Mobility
3. Accessibility
4. Healthy People/Sustainable Places
5. Regional Connectivity

Members were provided draft goals and strategies associated with each value and asked to indicate where they felt the strategy fell on a spectrum of impact and ease of implementation. Results from this activity as well as the draft list of strategies are attached to these meeting notes.

In the small groups, led by a facilitator from the city or consultant team, the groups also discussed the strategies generally and what groups, departments, or agencies should lead and support the implementation and what barriers there might be to implementation. Notes from that discussion are provided here:

Safety
- Prioritizing investments and educating the public are good strategies.
- There is overlap among the strategies involving committees in the first goal; people want to see action, not more committees.
- There was general support for automated enforcement.
- Strategy 1.1: Prioritize transportation investments strategically according to safety criteria
  - Partners: Ann Arbor Area Transportation Authority (AAATA), Center for Independent Living (CIL), Schools/School communities, Washtenaw Biking and Walking Coalition (WBWC)
- Strategy 1.2: Target capital investments and other resources (educational, enforcement) on addressing dangerous behaviors (Behaviors include: Failure to yield, impaired driving, speeding, disregard for traffic signs and signals, reckless and careless driving)
Partners: Strive for a Safer Drive (school-based program), Hospitals and senior education programs
Anticipated Barriers: Seniors tend to be anxious in navigating roundabouts, by various modes

Strategy 1.3: Establish an interim treatment policy/practice to improve safety in the immediate term
Partners: Ann Arbor Downtown Development Authority (DDA), St. Joseph Mercy Health System
Anticipated Barriers: Political opposition

Strategy 1.4: Establish a protocol for responding to fatal and serious injury crashes
Expand on the crash review committee.
Support for the communication response to crashes.
Anticipated Barriers: Risk of lack of follow-through on the findings of the crash review committee; this is a slow way to make progress

Strategy 1.7: Increase access to accurate and timely crash data
Partners: University of Michigan (UM), St. Joseph Mercy Health System
Goal 2: Educate residents and visitors about safe behaviors and city efforts to improve safety
Condense the education strategies.

Strategy 3.1: Create encouragement programs and/or incentives to help people make sustainable transportation choices
Consider prioritizing certain schools.

Strategy 3.5: Price trips according to impact on the city
Mixed opinions on the idea of roadway pricing, but agreement that Ann Arbor was unlikely to implement something like this.
It would be nice to do something like this on football Saturdays.

Other strategies:
Consider a strategy to eliminate right turns on red.
Consider public carshare.
Use pilots to test strategies; the strategy to use interim treatments is a good approach and could be applied to additional strategies, beyond infrastructure changes.

Mobility
Goal 1: Establish and maintain a safe, connected bicycle network throughout Ann Arbor
Lead: City, DDA
Partners: Washtenaw County Government, Washtenaw County Road Commission (WCRC), Township Government, Bike Alliance, WBWC, Neighborhood groups
Anticipated Barriers: Michigan Department of Transportation (MDOT), community support or pushback, vocal minority, cost, lack of support from current council
Strategy 1.1: Plan for and build out a network of low-stress bike routes
There would be a difference in ease of implementation between local streets and arterials.
Strategy 1.2: Focus safety improvements at most vulnerable locations along designated bike routes
Protected intersections and bike signals would be hard to implement.
Conflict markings would be easier to implement.
Strategy 1.4: Continue to expand short-term and long-term bicycle parking throughout the city
Recommend crowd-sourcing locations for new hubs.
• Goal 2: Build out a complete pedestrian network
  o Lead: City, DDA
  o Partners: MDOT, WBWC
  o Anticipated Barriers: MDOT, lack of support from current council, cost
• Strategy 2.1: Prioritize filling in sidewalk gaps that impact vulnerable communities
  o This shouldn’t be hard, but it is.
• Strategy 2.2: Focus on pedestrian safety improvements at pedestrian crossings
  o Don’t just switch luminaries, but go to increased contrast.
• Goal 3: Increase attractiveness of transit service
  o Lead: City, AAATA, UM
  o Partners: CIL, WBWC, DDA, WCRC, Washtenaw County, Township government
  o Anticipated Barriers: Ridership, cost
• Goal 4: Evaluate roadway and development projects with regard for all modes of travel
  o Lead: City
  o Partner: DDA
  o Anticipated Barriers: Developers
• Goal 5: Maintain access for all modes through construction, operation, and maintenance of facilities
  o Lead: City
  o Anticipated Barrier: Cost

Accessibility
• Strategy 4.2: Improve multi-modal access to transit stops
  o Lead: AAATA
  o Partners: Micro-mobility groups, walk/bike groups, developers
  o Anticipated Barriers: Siting/physical space, cost
• Strategy 5.1: Provide resources and reduced fees for transit and shared mobility services
  o Lead: AAATA, voters (millage to pay for it), city
  o Partners: Community organizations, low-income housing sites
  o Anticipated Barriers: People actually using them if they’re made available
• Strategy 5.2: Uplift the dignity of taking transit
  o Lead: AAATA
• Strategy 6.1: Establish criteria for connected street networks in new developments
  o Add redevelopments
  o Lead: City planning
  o Partners: Developers, DDA, business owners
  o Anticipated Barriers: Developer costs
• Strategy 6.2: Establish curbside management policies in the downtown area
  o Lead: City, in coordination with agency that has jurisdiction of street; DDA
  o Partners: Business owners, Main St., Kerrytown, University districts, AAATA, trucking companies
  o Anticipated Barriers: Controversy
• Strategy 6.3: Right-size parking throughout Ann Arbor
  o Lead: City, DDA
  o Partners: Developers, citizens, UM/hospital, downtown businesses/employers
  o Anticipated Barriers: Pushes parking into the neighborhoods?: potential for community opposition
• Strategy 6.4: Commit to Equitable Programs and Outreach
  o Lead: City w/County
  o Partners: Community organizations, Community Action Network (CAN), CIL, Peace Community Center
• Other strategies:
• Explore transition of flashing lights to standard signalization

**Healthy People, Sustainable Places**

- **Strategy 1.1:** Emphasize neighborhood centers through streetscape of primary corridors
  - Lead: City, DDA
  - Partners: Homeowners associations, Arts Alliance, Ann Arbor Art Center
  - Anticipated Barriers: Use of public funding
- **Strategy 1.2:** Enhance underpasses to improve comfort and encourage connectivity
  - Lead: City, in coordination with agency that has jurisdiction of street
  - Partners: Arts Alliance, Arts Center
  - Anticipated Barriers: Cost of new infrastructure, MDOT
- **Strategy 1.3:** Create flexible or shared street spaces in strategic areas in the downtown
  - Lead: DDA
  - Partners: Business associations
- **Strategy 2.1:** Reallocate ROW to provide more public space
  - Lead: City, in coordination with agency that has jurisdiction of street
  - Partners: DDA, AAATA, business associations, grant funding, Ann Arbor Area Community Foundation
- **Strategy 3.4:** Improve collection of local air quality data
  - Lead: UM

**Regional Connectivity**

- **Strategy 1.2:** Allow and encourage transit-oriented development along high-capacity transit routes
  - Lead: City
  - Partner: AAATA
  - Anticipated Barriers: Political will

**Focus Area Overview**

The consultant team provided brief overview of the focus corridors and intersections that will be the subject of further evaluation and conceptual design development through this plan process. The overview included a review of the criteria that were used to identify the sites, which are as follows:

**Focus Corridors**

1. Plymouth Road (Murfin Ave. to US-23)
2. Miller Avenue (Downtown to M14)
3. Washtenaw Avenue (Stadium Blvd. to US-23)
4. Fuller Road (Bonisteel Blvd. to Fuller St)
5. S. Main Street (Huron St to Ann Arbor-Saline Rd)

**Focus Intersections**

1. Washtenaw & Hill
2. Liberty & Division
3. Ann & Glen
4. Packard & Platt
Comments
General comment cards were provided to committee members and the following comments were recorded:

- Can we have a contact list of CAC members?
- I heard discussion of “mixing zone” prior to intersections so that cars turning right at the curb with the bike lane to their left.
- I understand the logic and perhaps the “rules of the road” requirements, but I find the actual “mixing zone” incredibly confusing & dangerous.
- Mid-block crossings without blinking lights when there are 2+ lanes in a single direction are horrible. (Huron between Rockham & North Quad.) A driver cannot see the pedestrian hidden by a stopped car in the other lane.
- I strongly dislike “contra-flow” bike lanes unless they are physically separated (not just striping) from the road.
- Consider empowering committee members to help with facilitation if needed.
- Bike lane stress map
  - Packard, 5th – State = high-stress; tons of traffic, lots of cars turning
  - Packard, State – Stadium = medium-stress; high traffic, but less cross traffic issues
  - Packard, Stadium – Stone School = low-stress; lower density traffic & wide bike lane
**Value: Safety**

Ann Arbor is a safe city where everyone participates in creating an environment in which people feel confident and comfortable traveling.

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<tr>
<th>GOAL</th>
<th>STRATEGY</th>
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<tr>
<td><strong>Goal 1: Eliminate fatalities and serious injuries caused by traffic crashes by 2025</strong></td>
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</table>
| 1.1 Prioritize transportation investments strategically according to safety criteria | • Implement concepts developed for focus corridor and intersection  
• Develop and implement safety improvements along additional focus corridors, as identified in FactBook |
| 1.2 Target capital investments and other resources (educational, enforcement) on addressing dangerous behaviors (Behaviors include: Failure to yield, impaired driving, speeding, disregard for traffic signs and signals, reckless and careless driving) | • Corridor-specific speed limit reduction  
• Automated enforcement  
• Modern roundabouts  
• Raised intersections  
• Raised crosswalks  
• Crossing treatments (RRFB, PHB, pedestrian gateway, etc.)  
• Hardened centerlines |
| 1.3 Establish an interim treatment policy/practice to improve safety in the immediate term | • Interim treatments (planters, flexible delineators)  
• Tactical Urbanism (painted intersections, painted curb extensions, cones) |
| 1.4 Establish a protocol for responding to fatal and serious injury crashes | • Establish a multi-disciplinary fatal or serious injury crash review committee  
• Develop a communications response to media, elected officials, and/or community groups  
• Identify capital improvements to address specific deficiencies found by the crash review committee |
| 1.5 Create a multi-disciplinary Steering Committee to oversee the progress towards Vision Zero | • Coordinate lobbying and advocacy efforts for policy initiatives at the state level (such as automated enforcement, reducing speed limits, etc.)  
• Publish an annual update on the VZ program, projects, and outcomes |
| 1.6 Review crash data every three years to identify target locations and behaviors that need to be addressed | |
| 1.7 Increase access to accurate and timely crash data | • Forge public/private partnerships to broaden crash and safety-related data available to the city |
Goal 2: Educate residents and visitors about safe behaviors and city efforts to improve safety

2.1 Develop a Public Awareness Campaign for Vision Zero (combining paid media, earned media, and in-person engagement)
   - Safe Routes to School
   - Safe Routes for Seniors
   - School parent education
   - Signage at key city entrance points
   - UM freshman parents education efforts

2.2 Educate public about importance of city efforts to improve safety
   - Create PSAs for safety-related infrastructure projects
   - Develop a community safety ambassador program

2.3 Refine driver education to incorporate an emphasis on safety
   - Require all public employees to undergo revised driver education training
   - Require all public employees involved in a traffic incident to repeat driver education training
   - Develop and require professional drive education, including taxi drivers, TNC drivers, transit drivers
   - Work with state agencies to review and refine statewide driver education and testing

2.4 Develop targeted education campaigns to address specific behaviors
   - Targeted education at schools and other organizations/institutions near high crash areas
   - Educate and enforce appropriate/safe bike behavior
   - Conduct 1 targeted enforcement campaign per year to address specific dangerous behaviors, based on crash analysis findings

2.5 Leverage community knowledge in safety planning
   - Develop a safety ambassadors program
   - Develop and conduct staff training on engaging with diverse communities

Goal 3: Reduce the burden on the transportation system in peak periods

3.1 Create encouragement programs and/or incentives to help people make sustainable transportation choices
   - Expand and add Park and Ride Lots
   - Safe Routes to School
   - Safe Routes for Seniors
   - Expand go!Pass
   - Create a citywide TDM program
### 3.2  Partner with mobility services to expand transportation options in Ann Arbor
- Establish mobility hubs at key transit stops
- Expand car share to provide a shared car within a 10-minute walk of every resident
- Reintroduce bikeshare within 2 years and expand citywide
- Study safety and emissions impacts of scooter share

### 3.3  Regulate and price TNC rides to discourage extraneous vehicular trips and encourage shared trips
- Develop a fee structure for TNC rides

### 3.4  Establish mobility and sustainability education for grade school students
- Develop an education campaign regarding active, healthy lifestyles

### 3.5  Price trips according to impact on the city
- Study potential to implement road pricing
- Revise parking pricing

### Goal 4: Minimize the impacts of large vehicles on the health and safety of the community

#### 4.1  Minimize impacts of delivery vehicles
- Encourage use of smaller delivery vehicles
- Incentivize deliveries at off-peak times

#### 4.2  Implement safety design features on city fleet
- Truck sideguards
- Convex mirrors

#### 4.3  Explore last-mile delivery policies that consolidate truck trips into downtown

#### 4.4  Explore converting fire response vehicles to smaller models

### Goal 5: Systematize infrastructure investments that improve conditions for walking and bicycling

#### 5.1  Install % of signals LPIs per year, prioritize based on crash history and high pedestrian traffic

#### 5.2  Install bump-outs on streets with on-street parking during reconstruction

#### 5.3  Institute a maximum speed limit citywide

#### 5.4  Install or upgrade 5 midblock crossings per year
5.5 Upgrade 5 intersections per year for bicycle priority
Value: Mobility
Ann Arbor prioritizes moving people and goods efficiently; making it easier for people to choose sustainable modes of transportation.

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<tr>
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<td><strong>Goal 1: Establish and maintain a safe, connected bicycle network throughout Ann Arbor</strong></td>
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</table>
1.1 Plan for and build out a network of low-stress bike routes  
- Neighborhood greenways/bike boulevards  
- Buffered and protected bike lanes  
- Contra-flow bike lanes on one-way streets  
- Trails  
- Signage and wayfinding  
1.2 Focus safety improvements at most vulnerable locations along designated bike routes  
- Bike boxes  
- Protected intersections  
- Conflict markings  
- Two-stage turn-queue box  
- Bike intersection striping  
- Bike signals  
1.3 Require the installation of bike facilities where they are planned during restriping/resurfacing/reconstruction  
1.4 Continue to expand short-term and long-term bicycle parking throughout the city  
- Establish a request system |
| **Goal 2: Build out a complete pedestrian network** |  
2.1 Prioritize filling in sidewalk gaps that impact vulnerable communities  
2.2 Focus on pedestrian safety improvements at pedestrian crossings  
- Conduct an inventory of existing crosswalks and crossing amenities to evaluate if they meet the current crosswalk guidance  
- Evaluate lighting at all crossings  
- Identify priority locations for enhancements to pedestrian crossings, based on pedestrian survey  
- Continue installing mid-block crossings in high priority locations  
- Switching to LED streetlights  
2.3 ADA Compliance |
## Goal 3: Increase attractiveness of transit service

3.1 Prioritize transit reliability and speed along key corridors and locations
   - Bus lanes
   - Queue jump lanes
   - Transit signal priority and transit signal only phases
   - Automated enforcement of bus-only lanes

3.2 Streamline boarding at high-ridership stops
   - Bus bulbs
   - Pre-paid, all-door boarding, and level boarding platforms

## Goal 4: Evaluate roadway and development projects with regard for all modes of travel

4.1 Expand criteria by which transportation projects are reviewed

4.2 Develop guidelines for evaluating development projects
   - Train in multi-modal access review criteria

## Goal 5: Maintain access for all modes through construction, operation, and maintenance of facilities

5.1 Prioritize streets with bike routes for routine pavement maintenance

5.2 Establish guidelines to maintain temporary access for pedestrians and bicyclists during construction
**Value: Accessibility**
In Ann Arbor, people of all abilities, ages and stages of life, income, and races and ethnicities have equitable access to the places where they live, work, and play.

### GOAL STRATEGY

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<th>GOAL</th>
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| **Goal 1: Practice Universal Design in all capital investments in the public way** | 1.1 Complete the ADA transition plan by 20XX  
  - Develop a strategy to incorporate ADA compliance upgrades into ongoing projects  
  
  1.2 Accelerate deployment of pedestrian countdown timers  
  - Upgrade XX number of signals per year  
  
  1.3 Implement accessible pedestrian signals in priority locations  
  - Establish criteria to determine priority locations, based on proximity to senior centers, medical centers, etc.  
  
  1.4 Ensure adequate timing for pedestrian signal phases  
  - Use a slower walking speed to calculate timing in proximity to critical destinations |
| **Goal 2: Reduce vehicle trips to schools** | 2.1 Prioritize pedestrian and bicycle connections to schools  
  - Bicycle parking guidelines for AAPS  
  - High-visibility crosswalks at all crossings along designated routes to school  
  
  2.2 Develop School Commuting Programs  
  - Safe Routs to School  
  - Walking School Bus  
  - Bike Train programs  
  
  2.3 Establish car-free zones on blocks adjacent to schools  
  
  2.4 Standardize traffic control around schools  
  - Conduct inventory of existing signs and markings around schools  
  - Develop standards for crosswalk markings, warning signs, speed zones, speed feedback signs, etc. |
| **Goal 3: Prioritize routine transportation infrastructure improvements in lower income Ann Arbor neighborhoods** | 3.1 Prioritize maintenance and facility improvements in vulnerable communities |
• Develop a new process for prioritizing streets for resurfacing/restriping/sidewalk maintenance that incorporates safety and equity
• Explore equitable snow removal policies/programs

3.2 Address sidewalk gap funding
• Prioritize filling in sidewalk gaps in high priority locations, including near transit and locations that impact vulnerable communities
• Establish a program to provide funding assistance to low-income residents to add or replace sidewalks

3.3 Develop outreach presentations that educate residents on how to request transportation improvements/existing programs

3.4 Expand maintenance evaluation to include metrics involving equity and safety
• Explore snow clearance by city forces

Goal 4: Expand access to transit service
4.1 Continue to expand transit service to provide more frequent and consistent service
• Expand late night service and increase frequency during night service
• Expand weekend service and increase frequency during weekends
• Factor transit dependency into determination of corridors for improved/expanded service

4.2 Improve multi-modal access to transit stops
• Establish mobility hubs at key destinations, facilitating transfers
• Work with AAATA to develop guidelines for bus stop siting and design
• Co-locate bus stops and crosswalks
• Expand bus stop amenities
• Bike parking at transit centers/stops

Goal 5: Reduce the burden of transportation on low-income individuals and families
5.1 Provide resources and reduced fees for transit and shared mobility services
• Explore fare-free or reduced fare transit programs
• Reduced bikeshare/shared mobility membership fees
• Expand payment method options
• Provide bike lights for low-income folks
• Establish a program to provide bicycles to low-income residents

5.2 Uplift the dignity of taking transit
• Amenities at transit stops
Goal 6: Achieve access to everyday needs for all people, without need for a personal vehicle

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<tr>
<td><strong>6.1</strong> Establish criteria for connected street networks in new developments</td>
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<td><strong>6.2</strong> Establish curbside management policies in the downtown area</td>
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<td>Designate space for freight and passenger loading</td>
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<td><strong>6.3</strong> Right-size parking throughout Ann Arbor</td>
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<td>Require/allow development to minimize parking or move it underground</td>
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<td>Index parking pricing to achieve optimal occupancy rates</td>
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<td><strong>6.4</strong> Commit to Equitable Programs and Outreach</td>
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<td>Dedicate a Staff Person to Equitable Outreach (e.g. Equity Officer</td>
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<td>Ensure cultural competency in research/work</td>
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<td>Empower people to advocate for themselves through targeted outreach to vulnerable populations</td>
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Value: Healthy People, Sustainable Places
Ann Arbor’s transportation system supports a healthy population, sustainable environment, and robust economy, while celebrating and enhancing our unique quality of place.

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| Goal 1: Celebrate the unique character of distinct neighborhoods through street and public space design | 1.1 Emphasize neighborhood centers through streetscape of primary corridors  
   - Establish a program to incorporate art into streetscape projects |
| 1.2 Enhance underpasses to improve comfort and encourage connectivity  
   - Establish a community mural program to improve aesthetics at underpasses  
   - Explore integrating architectural lighting at pedestrian gateways |
| 1.3 Create flexible or shared street spaces in strategic areas in the downtown |
| 1.4 Implement pedestrian gateway treatments at entrance points along major corridors |
| Goal 2: Create and activate public spaces to promote healthy lifestyles and social interactions | 2.1 Reallocate ROW to provide more public space  
   - Remove slip lanes  
   - Simplify geometry at complex intersections  
   - Create parklets  
   - Incorporate street furniture into public spaces  
   - Painted or textured intersections |
| 2.2 Provide green infrastructure and amenities  
   - Street trees  
   - Rain gardens |
| 2.3 Increase forest canopy across public property |

Goal 3: Reduce/eliminate greenhouse gas emissions from transportation
3.1 Ensure that all residents have access to basic daily needs within a 20-minute walk  
   - Review zoning policies to enable land use decisions to achieve the necessary diversity of land uses.
3.2 Increase city-wide infrastructure for electric vehicle charging and Hydrogen refueling
- Institute requirements at public and private parking facilities
- Evaluate project life cycle and upstream CO2 emissions as criteria for CIP prioritization

3.3 Work with partner agencies to convert fleets to electric buses
- AAATA
- AAPS
- UM
- City Fleet

3.4 Improve collection of local air quality data

Goal 4: Improve water quality
4.1 Integrate stormwater infiltration rain gardens into bump-outs and streetscape projects

4.2 Expand use of pervious pavement in parking lots and plazas
- Provide incentives for use of pervious pavement by private developers

4.3 Explore use of pervious pavement in alleys and parking lanes

4.4 Focus stormwater BMPs on areas prone to flooding
### Value: Regional Connectivity

Allow and encourage transit-oriented development along high-capacity transit routes

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<th>Goal</th>
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<tr>
<td><strong>Goal 1: Integrate high-capacity transit along key commuter corridors</strong></td>
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<tr>
<td>1.1 Expand transit service</td>
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<tr>
<td>• Make transit faster (BRT, express, etc.)</td>
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<td>• Access to park and ride lots (new and existing)</td>
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<td>• Market new/expanded service or amenities along the corridors</td>
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<td>• More frequent buses between Ann Arbor and region</td>
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<td>• Add rail routes (A2 to Detroit, A2 to Howell)</td>
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<td>• Expand partnership between AATA and Michigan Flyer (CAP)</td>
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<td>1.2 Allow and encourage transit-oriented development along high-capacity transit routes</td>
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<td><strong>Goal 2: Enhance regional mobility for people walking and bicycling connectivity to the regional off-street trail network</strong></td>
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<tr>
<td>2.1 Prioritize and enhance connections between the local bike route network and the regional trail network</td>
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<td>2.2 Expand network of Off-Street, Shared Use Paths</td>
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<td>2.3 Address barriers to connectivity for pedestrians and bicyclists across the interstate</td>
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<td><strong>Goal 3: Reduce the burden on the transportation system in peak periods</strong></td>
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<tr>
<td>3.1 Encourage employers to offer flexible work hour programs</td>
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<td>3.2 Partner with employers to offer transit incentives, similar to getDowntown program</td>
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<td>3.3 Explore Transportation Demand Management programs and establishing a Transportation Management Association at key employment hubs</td>
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