



## **ALAMEDA-CONTRA COSTA TRANSIT DISTRICT**

### **MINUTES**

#### **Board of Directors - Regular Meeting**

AC Transit General Offices  
2nd Floor Board Room  
1600 Franklin Street, Oakland, California

Closed Session 3:15 PM  
Regular Meeting 5:00 PM

HYBRID MEETING

Phone (669) 900 6833 Webinar ID: 984 8717 5063

**Wednesday, November 19, 2025 at 5:00 PM**  
Accessible agenda linked here <https://bit.ly/4i4fYpx> .

#### **MEMBERS OF THE BOARD OF DIRECTORS**

**DIANE SHAW, PRESIDENT (WARD 5)**  
**MURPHY MCCALLEY, VICE PRESIDENT (WARD 4)**  
**HARPREET S. SANDHU (WARD 1)**  
**JEAN WALSH (WARD 2)**  
**SARAH SYED (WARD 3)**  
**ANTHONY C. SILVA (WARD 6)**  
**JOEL YOUNG (AT-LARGE)**

#### **BOARD OFFICERS**

**SALVADOR LLAMAS, GENERAL MANAGER/CHIEF EXECUTIVE OFFICER**  
**AIMEE L. STEELE, GENERAL COUNSEL/CHIEF LEGAL OFFICER**  
**LINDA A. NEMEROFF, BOARD ADMINISTRATIVE OFFICER/DISTRICT SECRETARY**

**1. CALL TO ORDER**

The Alameda-Contra Costa Transit District Board of Directors held a meeting on Wednesday, November 19, 2025, at 5:00 p.m.

The meeting was called to order at 3:15 p.m. for the purpose of Closed Session. All Board members were present. The Board convened in Closed Session at 3:18 p.m. to discuss Items 7A-7C as listed on the agenda. Closed Session concluded at 4:42 p.m.

President Shaw called the Board of Directors meeting to order at 5:01 p.m.

**2. ROLL CALL**

**Present:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

**3. PUBLIC COMMENT**

**Bruce De Benedictis** expressed appreciation to District Secretary Linda Nemeroff and the AC Transit team for providing a respectful memorial service for Director Chris Peebles. De Benedictis also recommended exploring a ten-passenger bus system like the vehicles used by Santa Clarita Transit.

**Dori Goldberg** referenced the People's Transit Alliance letter submitted on October 3, 2025, advocating for improved service for riders and workers. Goldberg extended appreciation to operators and ATU and shared feedback from 13 weeks of Realign data. Goldberg also shared concerns about Line 7 which only has service every 60 minutes.

**Christian Casillas** was concerned about insufficient break times for operators and advocated for improved driver safety. Casillas stated that Realign should prioritize operator needs and identified Lines 1Tempo, 51A, 51B, 72, 239, and 800 as experiencing the greatest impacts.

**Josette Moss** acknowledged several original PIA contributors for carrying out the vision but expressed strong concerns with the new PIA manager and the lack of support.

**Dave Lyons** reported that canvassing conducted by the Peoples Transit Alliance showed minimal break opportunities, inadequate meal and restroom access, and overcrowded buses resulting from reduced school service. Lines referenced included 6, 10, 18, 51B, 9, and 60.

**Jack Watkins** stated that operator working conditions are inadequate, contributing to long-term burnout and negative physical and mental health impacts due to insufficient run and break times.

**Jane Kramer** commented on small-expense reporting, the Freedom of Information Act and reporting from recent Board member meetings within the past 30 days.

**Eddie** expressed support for Josette Moss and conveyed solidarity from ATU members and operators. Eddie also voiced concern regarding the December 8, 2021, COVID-19 vaccine mandate, which has since been reversed, and requested reinstatement of employees terminated under the previous policy.

**Jacob** reported inadequate run and layover times leading to missed breaks and operator burnout. Identified Lines 1Tempo, 51A, 51B, 72, 239, and 800 as most affected.

**Connie McFarland** expressed support for Josette Moss and noted an ongoing scheduler shortage. McFarland also acknowledged the recently filled position but stated that an additional supplementary service school scheduler is still needed.

**Sean**, Peoples Transit Alliance, commented on inadequate operator working conditions resulting from Realign changes. Sean also reported overcrowding on Lines 51A, 51B, 9, and 18.

**Nunie** stated that a school scheduler position is needed and questioned why the position is excluded from the budget while funding is allocated for administrative support for upper management.

**Amy Thompson**, Peoples Transit Alliance, expressed support for operators and stated that Realign changes are negatively affecting both riders and operators. Thompson also highlighted the need for a school scheduler.

#### **4. MODIFICATIONS TO THE AGENDA**

President Shaw announced that Item 6.I., Amendments to Board Policy 101, was removed from the agenda and would be discussed at a future workshop.

#### **5. CONSENT CALENDAR (AND CALL FOR PUBLIC COMMENT ON CONSENT ITEMS)**

There was no public comment offered on the Consent Calendar.

MOTION: YOUNG/McCALLEY, to receive, approve or adopt the items on the Consent Calendar except items 5.H., 5.J., and 5.N., which was pulled off for clarification. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 5.A.** Consider approving Board of Directors meeting minutes of September 10, 2025. [25-055](#)

Staff Contact:

Linda A. Nemeroff, Board Administrative Officer/District Secretary

MOTION: YOUNG/McCALLEY to approve Board of Directors meeting minutes of September 10, 2025. The motion carried with the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG

**Abstained:** SANDHU

- 5.B.** Consider approving Board of Directors meeting minutes of October 27, 2025. (special meeting) [25-546](#)

Staff Contact:

Linda Nemeroff, Board Administrative Officer/District Secretary

MOTION: YOUNG/McCALLEY to approve Board of Directors special meeting minutes of October 27, 2025. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG

**Abstained:** SANDHU

- 5.C.** Consider approving Board of Directors meeting minutes of October 29, [25-547](#)

2025. (special meeting)

Staff Contact:

Linda Nemeroff, Board Administrative Officer/District Secretary

MOTION: YOUNG/McCALLEY to approve Board of Directors special meeting minutes of October 29, 2025. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG

**Abstained:** SANDHU

- 5.D.** Consider receiving the FY 2025-26 First Quarter Travel and Meeting Expense Report for the Board of Directors. [25-518](#)

Staff Contact:

Linda A. Nemeroff, Board Administrative Officer/District Secretary

MOTION: YOUNG/McCALLEY to receive the FY 2025-26 First Quarter Travel and Meeting Expense Report for the Board of Directors. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 5.E.** Consider approving minor amendments to Board Policy 145 - Elections: Political and Campaign Activities. [25-522](#)

Staff Contact:

Linda A. Nemeroff, Board Administrative Officer/District Secretary

Aimee L. Steele, General Counsel/Chief Legal Officer

MOTION: YOUNG/McCALLEY to approve minor amendments to Board Policy 145 - Elections: Political and Campaign Activities. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 5.F.** Consider review of Board Policy 140 - Candidates Statement of Qualification Costs with no recommended amendments. [25-520](#)

Staff Contact:

Linda Nemeroff, Board Administrative Officer/District Secretary

MOTION: YOUNG/McCALLEY to review and approve Board Policy 140 - Candidates Statement of Qualification Costs with no recommended amendments. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 5.G.** Consider receiving the General Manager's Access Committee minutes of September 9, 2025. [25-532](#)

Staff Contact:

Ramakrishna Pochiraju, Executive Director of Planning & Engineering

MOTION: YOUNG/McCALLEY to receive the General Manager's Access Committee minutes of September 9, 2025. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 5.H.** Consider authorizing the General Manager to execute an amendment to Contract 2022-10480 with Herrig & Vogt, LLP, adding \$850,000 to the contract and to continue the term to December 31, 2026, for legal services related to disputes arising out of the construction of the East Bay Bus Rapid Transit (BRT) Project. [25-549](#)

Staff Contact:

Aimee L. Steele, General Counsel/Chief Legal Officer

Item 5.H was removed from the Consent Calendar by Director Walsh. General Counsel Aimee Steele announced Director Walsh was recused from voting on this item due to a conflict of interest because of her employment with the City of Oakland. Director Walsh left the dais and returned after a vote on the item was taken. There was no public comment offered.

MOTION: SHAW/McCALLEY to authorize the General Manager to execute an amendment to Contract 2022-10480 with Herrig & Vogt, LLP, adding \$850,000 to the contract and to continue the term to December 31, 2026, for legal services related to disputes arising out of the construction of the East Bay Bus Rapid Transit (BRT) Project. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, SYED, SILVA, YOUNG, SANDHU

**Recused:** WALSH

- 5.I.** Consider receiving the monthly legislative report. [25-501](#)

Staff Contact:

Claudia Burgos, Executive Director of External Affairs and Customer Experience

MOTION: YOUNG/McCALLEY to receive the monthly legislative report. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 5.J.** Consider receiving an update on FY25-26 First Quarter Customer Services Metrics [25-535](#)

Staff Contact:

Claudia Burgos, Executive Director of External Affairs and Customer Experience

Item 5.J. was removed from the Consent Calendar by Director Walsh for questions,

which were addressed by Deborah Garcia, Customer Services Manager. There was no public comment offered.

MOTION: SHAW/WALSH to receive an update on FY25-26 First Quarter Customer Services Metrics and provide direction to staff to prepare a special ridership/service report before March 2026 covering the first 3 months after the implementation of Realign (August, September, October). The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 5.K.** Consider approving a three-year contract award to Immersed Technologies, Inc. to design, develop and implement curriculum for zero emission bus training programs. [25-528](#)

Staff Contact:

Aaron Vogel, Chief Operating Officer

MOTION: YOUNG/McCALLEY to approve a three-year contract award to Immersed Technologies, Inc. to design, develop and implement curriculum for zero emission bus training programs. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 5.L.** Consider receiving a report on Disadvantaged Business Enterprise (DBE) utilization for the period of April 1, 2025, through September 30, 2025. [25-531](#)

Staff Contact:

Phillip Halley, Interim Director of Civil Rights & Compliance

MOTION: YOUNG/McCALLEY to receive a report on Disadvantaged Business Enterprise (DBE) utilization for the period of April 1, 2025, through September 30, 2025. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 5.M.** Consider receiving the Quarterly budget update and grant activity for the period of July 2025 through the end of September 2025 of FY 2025-26. [25-534](#)

Staff Contact:

Chris Andrichak, Chief Financial Officer

MOTION: YOUNG/McCALLEY receive the Quarterly budget update and grant activity for the period of July 2025 through the end of September 2025 of FY 2025-26. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 5.N.** Consider approving the proposed FY 2026-27 Annual Budget Development Process Calendar. [25-533](#)

Staff Contact:

Chris Andrichak, Chief Financial Officer

*[A revised budget calendar was presented at the meeting for the Board's consideration.]*

Item 5.N. was pulled off the Consent Calendar by Director Walsh to suggest that the budget schedule be advanced to start the process earlier in the year. The issue was addressed by Chief Financial Officer Chris Andrichak who spoke to the timing of information that could be brought the Board in February and March about existing revenue and expense estimates. There was no public comment offered.

MOTION: WALSH/McCALLEY to approve the proposed FY 2026-27 Annual Budget Development Process Calendar with placeholders for additional updates in February and March. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 5.O.** Consider review and adoption of the 2026 regular Board meeting schedule. [25-517](#)

Staff Contact:

Linda A. Nemeroff, Board Administrative Officer/District Secretary

MOTION: YOUNG/McCALLEY to adopt the 2026 regular Board meeting schedule. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

## **6. REGULAR CALENDAR**

### **External Affairs Items - Chair Silva**

- 6.A.** Consider the adoption of AC Transit's 2026 Federal & State Advocacy Programs. [25-411a](#)

Staff Contact:

Claudia Burgos, Executive Director of External Affairs and Customer Experience

*[Written comment received prior to the meeting is incorporated into the file by reference.]*

External Affairs Representative Steven Jones presented the staff report.

#### **Public Comment:**

**Adina Levin** commented that language in the State Advocacy Program should include transit priority initiatives.

Director Syed made a motion to adopt AC Transit's 2026 Federal & State Advocacy

Programs and restore Principle 14 in the State Advocacy Program. The motion failed for the lack of a second.

Upon further discussion the Board took the following action:

MOTION: YOUNG/SHAW to adopt AC Transit's 2026 Federal & State Advocacy Programs. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SILVA, YOUNG, SANDHU

**Abstained:** SYED

### **Finance and Audit Items - Chair McCalley**

- 6.B.** Consider receiving an update on implementation of the regional Next Generation Clipper (NGC) program. [25-527](#)

Staff Contact:

Ahsan Baig, Chief Information Officer

Claudia Burgos, Executive Director of External Affairs and Customer Experience

Senior Project Manager Patricia Broadbent and Director of Marketing and Communications Nichele Laynes presented the staff report. Kelly Jackson with the Metropolitan Transportation Commission was also available to address questions.

**Public Comment:**

**Adina Levin** expressed support for the regional Next Generation Clipper program.

MOTION: SHAW/SYED to receive an update on implementation of the regional Next Generation Clipper (NGC) program. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 6.C.** Consider approving a six-month pilot of Clipper's Tap-and-Ride feature to enable staff to complete the required Title VI equity analysis. [25-543](#)

Staff Contact:

Phillip Halley, Interim Director of Civil Rights & Compliance

*[Written comment received prior to the meeting is incorporated into the file by reference.]*

Interim Director of Civil Rights and Compliance Phillip Halley presented the staff report.

**Public Comment:**

**Adina Levin** raised concerns regarding the Title VI equity analysis.

MOTION: SYED/SHAW to approve the staff recommendation for a 6-month pilot,



complete the Title VI equity analysis, and also conduct an equity analysis to study eliminating the discount on Clipper fares. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

### Planning Items - Chair Young

- 6.D.** Consider approving the proposed final draft of an updated Board Policy 545 - Service Standards.

[24-384a](#)

Staff Contact:

Ramakrishna Pochiraju, Executive Director of Planning & Engineering

*[Written comment received prior to the meeting is incorporated into the file by reference.]*

Prior to the presentation by staff, a motion was made by Director Walsh and seconded by Director Syed to continue the item to the next meeting to allow more time for review. After some consideration, the motion by Director Walsh was withdrawn so Board members could offer their feedback on the information provided by staff.

Senior Transportation Planner David Berman presented the staff report. There were no public comments offered.

Feedback was offered by members of the Board for staff to address the additional comments received from the public, first mile/last mile in low density population areas, and options on span of service, including a comparison with peer transit agencies as justification for staff's recommendations.

MOTION: YOUNG/McCALLEY to continue the matter until January 2026 for staff to address the additional items discussed at the meeting. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

### Operations Items - Chair Walsh

- 6.E.** Consider authorizing the General Manager to enter into contracts with Kaiser Permanente, Health Net, Vision Service Plan, MetLife Dental and Standard Life Insurance for District employee insurance programs for calendar year 2026.

[25-536](#)

Staff Contact:

James Arcellana, Executive Director of Human Resources

Human Resources Manager Rachel Lightburn presented the staff report. There was no public comment offered.

MOTION: WALSH/SHAW to authorize the General Manager to enter into contracts with

Kaiser Permanente, Health Net, Vision Service Plan, MetLife Dental and Standard Life Insurance for District employee insurance programs for calendar year 2026. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 6.F.** Consider receiving the Fiscal Year 2024/25 Safety Performance Annual Report. [25-416](#)

Staff Contact:

Salvador Llamas, General Manager/Chief Executive Officer

Manager of Safety Jon Farhat presented the staff report. There were no public comments received.

MOTION: SHAW/McCALLEY to receive the Fiscal Year 2024/25 Safety Performance Annual Report. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 6.G.** Consider receiving an update to the report presented to the Board on May 28, 2025, regarding the Human Resources Department's ongoing long-term leave challenges and their impact on Bus Operator availability. [25-254b](#)

Staff Contact:

James Arcellana, Executive Director of Human Resources

Executive Director of Human Resources James Arcellana presented the staff report. There were no public comments offered.

MOTION: WALSH/SYED to receive the report and direct staff to return to the Board in six months with a progress update. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

- 6.H.** Consider the adoption of Resolution No. 25-041 approving the new classification of Director of Regulatory Programs. [25-538](#)

Staff Contact:

James Arcellana, Executive Director of Human Resources

Executive Director of Human Resources James Arcellana presented the staff report. There were no public comments offered.

MOTION: YOUNG/SHAW to adopt Resolution No. 25-041 approving the new classification of Director of Regulatory Programs. The motion carried by the following vote:

**Ayes:** SHAW, McCALLEY, WALSH, SYED, SILVA, YOUNG, SANDHU

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**Board Administrative Matters - President Shaw**

- 6.I.** Consider approving amendments to Article 5 (Meetings, Agendas) of Board Policy 101 - Board of Directors. [THIS MATTER HAS BEEN REMOVED FROM THE AGENDA.] **25-358b**

Staff Contact:

Linda A. Nemeroff, Board Administrative Officer/District Secretary

Aimee L. Steele, General Counsel/Chief Legal Officer

The item was removed from the agenda.

**7. CLOSED SESSION/REPORT OUT**

General Counsel Aimee Steele reported out on the following:

MOTION: SYED/McCALLEY to approve settlement in the amount of \$175,000 in the matter of Castaneda v. Alameda-Contra Costa Transit, Alameda County Superior Court Case No. 22CV014537. The motion carried by the following vote:

**Ayes:** SYED, McCALLEY, SANDHU, WALSH, SILVA, YOUNG, SHAW

**7.A. Conference with Legal Counsel – Existing Litigation**

(Paragraph 1 of subdivision (d) of Government Code Section 54956.9)

1. Locks v. Alameda-Contra Costa Transit District, WCAB Case Numbers: ADJ10041303, ADJ12320874, ADJ10041306 (the signed SAR is attached). (Signed SAR attached)
2. Castaneda v. Alameda-Contra Costa Transit District, Alameda County Superior Court Case No. 22CV014537 (Attorney working on SAR – will circulate for signature by Monday).
3. Ubi v. Alameda-Contra Costa Transit District, Alameda County Superior Court, Case No. 24CV068667 (Attorney working on SAR – will circulate for signature by Monday).
4. Alameda-Contra Costa Transit District v. California Department of Transportation, Alameda County Superior Court Case Number: 22CV022839
5. Alameda-Contra Costa Transit District v. CenturyLink, et al., Alameda County Superior Court Case Number: 23CV048523
6. Alameda-Contra Costa Transit District v. Hathaway Dinwiddie, et al., Alameda County Superior Court Case Number: 23CV02878
7. Alameda-Contra Costa Transit District v. The Martin Group, et al., Alameda County Superior Court Case Number: 23CV031555
8. Alameda-Contra Costa Transit District v. East Bay Municipal Utility District, et al., Alameda County Superior Court Case Number: 25CV141929

**7.B. Conference with Legal Counsel – Anticipated Litigation**

1. Significant exposure to litigation pursuant to Government Code Section 54956.9(d)(2) and (d)(3): one (1) potential cases
2. Significant exposure to litigation pursuant to Government Code Section 54956.9(d)(2) and (d)(4): one (1) potential cases.

**7.C. Conference with Labor Negotiators**

(Government Code Section 54957.6):

Agency Designated Representative:

- General Manager Salvador Llamas

- Labor and Employee Relations Representative

Employee Organizations: ATU Local 192, AFSCME Local 3916, IBEW Local 1245,

Unrepresented Employees

**8. AGENDA PLANNING**

- 8.A.** Review of Agenda Planning Pending List and approval of an Agenda Planning Request submitted by Director Walsh concerning Line 51A/B. [25-015u](#)

Staff Contact:

Linda Nemeroff, Board Administrative Officer/District Secretary

The Agenda Planning Request submitted by Director Walsh was accepted.

**9. GENERAL MANAGER'S REPORT**

- 9.A.** General Manager's Report for November 19, 2025. [25-014k](#)

The report was presented for information only.

**10. BOARD/STAFF COMMENTS**

(Government Code Section 53232.3(d))

Members of the Board commented on meetings and events attended since the last meeting.

- 10.A.** Written reports from Board members on travel to District-related conferences occurring in the last 30 days. [25-038u](#)

Staff Contact:

Linda Nemeroff, Board Administrative Officer/District Secretary

Written reports from Directors Walsh, Silva, Young, Vice President McCalley, and President Shaw were entered into the record.

**11. ADJOURNMENT**

There being no further business to come before the Board of Directors, the meeting adjourned at 8:10 p.m. The next meeting of the Board is scheduled for December 10, 2025 at 5:00 p.m.

Respectfully submitted,

/s/Linda A. Nemeroff

Board Administrative Officer/District Secretary