



## **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, January 14, 2026 at 5:00 PM**

#### **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, January 14, 2026, at 5:00 p.m.

Prior to the start of the meeting, General Counsel Aimee Steele confirmed that all requirements of the Ralph M. Brown Act (Govt. Code Sections 54950, et seq.) were met in order for Director Sandhu to teleconference to the meeting under the Just Cause provisions of the Brown Act due to travel while on official District business. General Counsel Steele advised that a majority of the Board was attending the meeting in-person and that all votes must be taken by roll call vote.

The meeting was called to order at 3:35 p.m. for the purpose of Closed Session. All Boardmembers were present except for Director Syed who arrived at 3:50 p.m. and Director Young who arrived at 4:41 p.m. The Board convened in Closed Session at 3:38 p.m. to discuss Items 7A-7C as listed on the agenda. Closed Session concluded at 4:55 p.m.

President Shaw called the regular meeting to order at 5:04 p.m.

**2. ROLL CALL**

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

**3. PUBLIC COMMENT**

*[Written comment received prior to the meeting is incorporated by reference as Exhibit A to the minutes.]*

**James Jackson**, Assistant Business Agent, ATU-Local 192, expressed concern about the Board's role in the media coverage of an incident between a bus operator and a bicyclist, saying that board members should focus on policy-making rather than direct management. Jackson criticized a board member for acting beyond their authority, which Jackson believes fostered confusion and intimidation. Jackson highlighted a particular instance where there was conflicting information in a news article about the incident and criticized the attempts to discipline the bus operator without input from the Human Resources department, deeming it an abuse of power that violates their Collective Bargaining Agreement. Jackson called for immediate attention to this issue.

**Tom McGill**, D4 Transportation Shop Steward, ATU-Local 192, was concerned about disciplinary action taken against a highly capable bus operator, noting evidence which confirmed the bus operator's excellent performance on the day in question. McGill believed the news article resulted in unnecessary embarrassment and intimidation and a violation of board policies against the bus operator. McGill called for a formal apology from the District and a specific Board member, emphasizing that undue pressure influenced the disciplinary decision despite the operator's handling of the incident.

**George Spies** commented on the video of the incident between a bus operator and a bicyclist and highlighted the dangers cyclists face in Oakland. Spies noted that motor vehicles failing to follow bike lane protocols present great danger to cyclists. Spies expressed support for

preventive measures rather than disciplinary action against the bus operator and suggested driver training to enhance street safety, calling it a reasonable approach to prevent future incidents.

**Brian Culbertson** commented on the video of the incident between a bus operator and a bicyclist, noting the need for improving road safety, and stressed the importance of focusing on solutions rather than assigning blame. Culbertson supports training programs for bus operators to prevent future conflicts and ensure safe interactions on the road.

**Mark Hedlund** commented on the video of the incident between a bus operator and a bicyclist and asked for mutual respect between cyclists and bus drivers, emphasizing the importance of safe infrastructure and training for both groups. Hedlund urged the Board to foster cooperation and learning between cyclists and bus drivers to ensure safety and create greater trust on the road for everyone.

**Carter Lavin** from the Transbay Coalition and the East Bay Transit Riders Union commented on the recent incident between a cyclist and a bus operator and wanted to highlight structural issues affecting transit safety. Lavin called for better street safety and shared use of roadways among all users - bicyclists, pedestrians, and bus operators - through improved street design to enhance safety for everyone. Lavin remarked that all stakeholders in this system must work together for a safer transit environment.

**Alita Dupree**, Team Folds, expressed excited anticipation for AC Transit under the new Clipper 2 system and looked forward to utilizing fare capping and open payments features.

**Billy Trice Jr.** expressed concern over rising bus pass prices, particularly affecting seniors and disabled individuals who rely on public transportation. Trice Jr. suggested that funding be sought from Sacramento to keep prices affordable, emphasizing the challenging times and the need to support vulnerable groups.

**Tommaso** emphasized the importance of safety for multimodal users on the streets, particularly cyclists and pedestrians, and vulnerable groups, like children and seniors. Tommaso stressed the need to reduce "vehicle miles traveled" for climate mitigation and called for improved training and plans that accommodate increasing urban density and multimodal travel.

**Nick Pilch** highlighted concerns for bicyclist safety by sharing a similar personal encounter with a bus as a bicyclist, saying that assurances were given that the operator would be reminded of safety protocols. However, Pilch commented further that such guidance may not be consistently enforced and urged for operators to receive comprehensive and recurring training on bicyclist safety.

**Latrina Meredith**, President and Business Agent of ATU - Local 192, emphasized the public service commitment of AC Transit bus operators, clarifying that they do not seek to inconvenience anyone. Meredith defended bus operators against negative portrayals in the media, asserting that bus operators are trained professionals facing daily challenges, including respect for their driving space amidst cyclists. Meredith urged public understanding and respect for the complexities of their job, noting that the role involves significant responsibility beyond simply driving. Meredith called for factual accuracy before judgments are made about bus operators' actions.

#### 4. MODIFICATIONS TO THE AGENDA

There were no modifications to the agenda.

**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 item 5.C., which was pulled off the Consent Calendar 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 November 19, 2025. [25-059a](#)

Staff Contact:

Linda A. Nemeroff, Board Administrative Officer/District Secretary

MOTION: YOUNG/McCALLEY to approve Board of Directors meeting minutes of November 19, 2025. The motion carried by the following vote:

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

- 5.B.** Consider approving Board of Directors meeting minutes of December 10, 2025. [26-040](#)

Staff Contact:

Linda A. Nemeroff, Board Administrative Officer/District Secretary

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

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

- 5.C.** Consider receiving report on the Board Policies scheduled for review during Calendar Year 2026. [26-001](#)

Staff Contact:

Linda Nemeroff, Board Administrative Officer/District Secretary

The agenda item was pulled off the Consent Calendar by Director Walsh for clarification. Staff addressed questions.

MOTION: YOUNG/SILVA to receive report on the Board Policies scheduled for review during Calendar Year 2026. Secretary The motion carried by the following vote:

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

- 5.D.** Consider authorizing the General Manager to execute an agreement for outside legal services with Orrick Herrington & Sutcliff LLP. [26-002](#)

Staff Contact:

Aimee L. Steele, General Counsel/Chief Legal Officer

MOTION: YOUNG/McCALLEY to authorize the General Manager to execute an agreement for outside legal services with Orrick Herrington & Sutcliff LLP. The motion carried by the following vote:

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

- 5.E.** Consider authorizing the General Manager to enter into a three-year contract for an Enterprise Agreement (EA) for Microsoft products and services. [26-073](#)

Staff Contact:

Ahsan Baig, Chief Information Officer

MOTION: YOUNG/McCALLEY to authorize the General Manager to enter into a three-year contract for an Enterprise Agreement (EA) for Microsoft products and services. 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 Board Policy 455 - Media and Public Statement Policy. [Requested by President Shaw - 10/23/24; Director Walsh - 11/13/24] [Previously considered by the Board of Directors on December 10, 2025.] [25-525a](#)

Staff Contact:

Robert Lyles, Media Affairs and Strategic Initiatives Manager

*[Additional edits to the policy drafted by Directors Syed and Walsh were presented at the meeting for the Board's consideration.]*

Manager of Media Affairs and Strategic Initiatives Robert Lyles presented the staff report. There were no public comments offered.

MOTION: SYED/WALSH to continue the item to the first meeting in February and direct the General Counsel to review the proposed amendments submitted by Director Syed and provide analysis/opinion. The motion carried by the following vote:

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

**Nays:** SHAW

### **Planning Items - Chair Young**

- 6.B.** Consider approving the proposed final draft of an updated Board [24-384b](#)

Policy 545 - Service Standards. [Continued from the November 19, 2025, Board of Directors meeting.]

Staff Contact:

Ramakrishna Pochiraju, Executive Director of Planning & Engineering

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

Senior Transportation Planner David Berman presented the staff report.

**Public Comment:**

**Brian Culberston** expressed that the aspirational goals for the service standards Policy should match or exceed AC Transit's current 24-7 service on the Tempo bus line, which currently aims to run only until midnight. Culbertson suggested that the aspirational goals for local service should be revised from 30 minutes to 20 minutes to align better with the standards of other regional agencies like SFMTA.

MOTION: SYED/McCALLEY to approve the proposed final draft of an updated Board Policy 545 - Service Standards and direct staff to return to the Board with the discussion of first and last mile. The motion carried by the following vote:

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

**Abstained:** SHAW

**Operations Items - Chair Walsh**

- 6.C.** Consider receiving a report on the status of the SPARE software implementation for East Bay Paratransit (EBP) in collaboration with the Bay Area Rapid Transit District (BART). [26-067](#)

Staff Contact:

Ahsan Baig, Chief Information Officer

Ramakrishna Pochiraju, Executive Director of Planning & Engineering

Accessible Services Manager Mallory Brush and Senior Project Manager Patricia Broadbent presented the staff report. There were no public comments offered.

MOTION: SHAW/WALSH to receive a report on the status of the SPARE software implementation for East Bay Paratransit (EBP) in collaboration with the Bay Area Rapid Transit District (BART) and direct staff to report in six months on adjusted financial look-ahead. The motion carried by the following vote:

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

**Board Administrative Matters - President Shaw**

- 6.D.** Consider approving the ninth amendment to the District Secretary's [26-064](#)

employment agreement and the first amendment to the General Counsel's employment agreement.

Contact:

Diane Shaw, Board President

Pursuant to the Brown Act, President Shaw gave a brief oral summary of the proposed recommendations for salaries and benefits for the District Secretary and General Counsel. No public comment was offered.

MOTION: YOUNG/McCALLEY to approve the ninth amendment to the District Secretary's employment agreement and the first amendment to the General Counsel's employment agreement. The motion carried by the following vote:

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

#### **SELECTION OF PRESIDENT/VICE PRESIDENT OF THE BOARD**

- 6.E.** Consider report from the Nominating Committee and election of the 2026 Board President and Vice President.

[25-551a](#)

Presenter:

Chair of the Nominating Committee

Director Young reported that the Nominating Committee unanimously recommended Director Shaw as President and Director McCalley as Vice President for 2026. There was no public comment offered.

MOTION: YOUNG/SILVA to approve report and selection of Director Shaw as President and Director McCalley as Vice President of the Board for 2026. The motion carried by the following vote:

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

#### **7. CLOSED SESSION/REPORT OUT**

General Counsel Aimee Steele reported out on the following:

MOTION: SHAW/McCALLEY to approve settlement in the amount of \$102,995 minus permanent disability advances in the matter of Johnny Bracy v. AC Transit, WCAB Case Number ADJ11150661. The motion carried by the following vote:

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

**Absent:** YOUNG

MOTION: McCALLEY/SILVA to approve settlement in the amount of \$250,000 in the matter of Isaac Harvey v. AC Transit and Michael Ray Scott, Alameda County Superior Court Case Number 24CV068677. The motion carried by the following vote:

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

**Absent:** YOUNG

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

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

- Isaac Harvey v. AC Transit and Michael Ray Scott, Alameda County Superior Court Case Number 24CV068677

- Johnny Bracy v. AC Transit, WCAB Case Number: ADJ11150661.

- Clyde Jones v. AC Transit, WCAB Case Number: ADJ14639184.

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

Significant exposure to litigation pursuant to Government Code Section 54956.9(d)(2) and (3) – one matter

**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 Agenda Planning Request Forms.

[26-018](#)

Staff Contact:

Linda Nemeroff Board Administrative Officer/District Secretary

No new agenda planning requests were added.

**9. BOARD/STAFF COMMENTS**

(Government Code Section 53232.3(d))

Members of a legislative body shall provide brief reports on meetings attended at the expense of the local agency at the next regular meeting of the legislative body.

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

**9.A.** Written reports from Board members on travel to District-related conferences occurring in the last 30 days.

[26-019](#)



Staff Contact:

Linda Nemeroff, Board Administrative Officer/District Secretary

There were no reports presented.

**10. ADJOURNMENT**

There being no further business to come before the Board of Directors, the meeting adjourned at 6:38 p.m. The next meeting of the Board is scheduled for January 28, 2026 at 5:00 p.m.

Respectfully submitted,

/s/

Linda A. Nemeroff

Board Administrative Officer/District Secretary