



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:		DocuSigned by: <i>Michael Jones</i> 47000790F2D7463...		GENERAL MANAGER ACTION REQ'D:	
DATE: 7/29/2026		8/6/2026		BOARD INITIATED ITEM: No	
Originator/Prepared by: Ray Hathorn Dept: Human Resources Administration Signature/Date: <i>Ray Hathorn</i> DocuSigned by: 7/31/2026 []		General Counsel DocuSigned by: <i>Amelia Sandoval-Smith</i> 2528C067C44147D... 7/31/2026 []		Chief Financial Officer Signed by: <i>Joseph Beach</i> 7D9A7C6E7348456... 8/2/2026 []	
		District Secretary DocuSigned by: <i>Robert Franklin</i> AFF4529E1F0D45C... 8/6/2026 []		BARC DocuSigned by: <i>Pamela Herlihy</i> 3BB24D65B8724F5... 8/3/2026 []	

District Base Pay Schedule

PURPOSE:

To approve the current base pay schedule in a form prescribed by the California Public Employees' Retirement System (CalPERS) and in compliance with Government Code Section 54953(d)(3)(A).

DISCUSSION:

The San Francisco Bay Area Rapid Transit District (BART) contracts with CalPERS for employee retirement benefits. CalPERS' rules control whether compensation qualifies as reportable to CalPERS for purposes of retirement calculations. For base compensation to be reportable for the purposes of retirement calculations, CalPERS requires that the District's pay schedules be formally approved by the Board, including each position title and pay rate, and that they be publicly available (e.g., BART's website).

Senate Bill No. 707, approved by the governor, amends Government Code Section 54953(d)(3)(A), which requires, prior to the Board taking final action on the salary schedules, the legislative body must orally report a summary of the recommendation for final action on the salary schedules for executives and department heads during the open meeting in which the final action is to be taken.

Attachment A is the current base pay schedule, which reflects the effective dated salaries for each classification. It is important to note that this table does not make changes to compensation for any District employee. It reflects negotiated salary changes with each union that have already been approved by the Board through its ratification of the Collective Bargaining Agreements (CBAs). The pay for Board-Appointed Officers was approved by the Board. Additionally, pay bands for non-represented employees have been approved



with the adoption of the annual budget and/or notice has been provided by the General Manager to the Board.

Staff requests that the Board approve the attached base pay schedule.

FISCAL IMPACT:

There is no fiscal impact to BART for this proposed action.

ALTERNATIVES:

To not approve the base pay schedules. However, failure to do so may result in CalPERS' disqualification of pay as "compensation earnable" for reporting and determination of BART employees' retirement benefits.

RECOMMENDATION:

Approve the following motion

MOTION:

In compliance with Government Code Section 54953(d)(3)(A), the Board approves the current base pay schedule, including the salaries for executives and department managers, as shown on Attachment A, effective July 1, 2026.