



## EXECUTIVE DECISION DOCUMENT

<b>GENERAL MANAGER APPROVAL:</b>		DocuSigned by: <i>Michael Jones</i> 47000790F2D7463...		<b>GENERAL MANAGER ACTION REQ'D:</b>	
<b>DATE:</b> 1/7/2026		1/16/2026		<b>BOARD INITIATED ITEM:</b> No	
<b>Originator/Prepared by:</b> Wilder McRae <b>Dept:</b> Class & Comp/HRIS		<b>General Counsel</b>		<b>Chief Financial Officer</b>	<b>District Secretary</b>
Signature/Date: <i>Wilder McRae</i> 1/12/2026		DocuSigned by: <i>Amelia Sandoval-Smith</i> 2528C067C44147D... 1/12/2026 [ ]		Signed by: <i>Joseph Beach</i> 7D9A7C6E7348456... 1/12/2026 [ ]	DocuSigned by: <i>Robert Franklin</i> AFF4529E1F0D45C... 1/16/2026 [ ]
					DocuSigned by: <i>Pamela Herlihy</i> 3BB24D65B8724F5... 1/12/2026 [ ]

### District Base Pay Schedule

#### PURPOSE:

To approve the current base pay schedule in a form prescribed by the California Public Employees' Retirement System (CalPERS).

#### 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 calculation, 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).

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 this 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's disqualification of pay as "compensation earnable" for reporting and determination of BART employees' retirement benefits.

**RECOMMENDATION:**

Approve the following motion.

**MOTION:**

The Board approves the current base pay schedule, effective January 1, 2026.