



JPB Board of Directors  
Meeting of February 5, 2026

Correspondence as of January 23, 2026

#     Subject

1.     January 23, 2026 SJJPA Board Meeting Information
2.     Tickets optional?
3.     New Millbrae office and possible waste of \$126m taxpayer dollars
4.     Re: Tickets optional? – *Staff Response*
5.     ride caltrain to sap center- "late night" trains from san jose

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**From:** San Joaquin Joint Powers Authority <donotreply@sjjpa.com>  
**Sent:** Friday, January 16, 2026 4:25 PM  
**To:** Board (@caltrain.com)  
**Subject:** January 23, 2026 SJJPA Board Meeting Information

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**San Joaquin**  
Joint Powers Authority



**Good afternoon,**

The San Joaquin Joint Powers Authority Board meeting will be held next Friday, January 23rd at 10:00 am. The meeting agenda is available for viewing and download on the SJJPA website at [www.sjjpa.com](http://www.sjjpa.com).

**Meeting Location:**

Robert J. Cabral Station  
949 E. Channel Street  
Stockton, CA 95202

**Join from PC, Mac, iPad, or Android:**

<https://us06web.zoom.us/j/82522454870>

**Phone one-tap:**

+16694449171,,82522454870# US

+12532050468,,82522454870# US

[REDACTED]

**Webinar ID:** 825 2245 4870

[REDACTED]

Should you have questions related to the upcoming meeting, please do not hesitate to contact staff at [clerk@sjrrc.com](mailto:clerk@sjrrc.com) and we will be happy to assist you.

[REDACTED]

No longer want to receive these emails? [Unsubscribe](#).  
San Joaquin Joint Powers Authority 949 E Channel St Stockton, CA 95202

**From:** [Geo U.](#)  
**To:** [Board \(@caltrain.com\)](#)  
**Subject:** Tickets optional?  
**Date:** Friday, January 16, 2026 4:47:15 PM

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Good afternoon.

We took train 147 yesterday to SF, when the conductor checked for tickets in our section, out of 8 passengers we were the only 2 who had valid tickets. The rest said it was their first time on the train and were given no reprimand, they got a free ride.

It was obvious as we exited these are all regular commuters, they knew where to go.

Is buying tickets on Caltrain optional unless checked at SF station?

**From:** [Peter A Smith](#)  
**To:** [April Chan](#)  
**Cc:** [Board \(@samtrans.com\)](#); [Board \(@caltrain.com\)](#); [Board \(@smcta.com\)](#); [David Santoro](#); [Kate Jordan Steiner](#)  
**Subject:** New Millbrae office and possible waste of \$126m taxpayer dollars  
**Date:** Saturday, January 17, 2026 5:33:46 PM

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Some people who received this message don't often get email from peteasmith@proton.me. [Learn why this is important](#)

**ATTENTION:** This email came from an external source. Do not open attachments or click on links from unknown senders.

Dear CEO Chan:

The current remote and loosely enforced hybrid arrangements have failed and should not continue. This was only supposed to be for COVID. Instead it has been extended for no reason.

All employees need to return to office 5 days a week.

If the work can be done remotely, it can also be done remotely from Alabama, Mississippi, Texas, Michigan or outsourced to India, Philippines, China like Silicon Valley companies and Amazon do for much cheaper wages.

All district employees are disaster workers. If they cannot come into the office even once a week, how can they be disaster workers?

The current remote and hybrid work practices are unsustainable, inconsistently applied, and misaligned with public-sector accountability standards.

#### Equity and Fairness Across the Workforce

- \* Many employees at Central come into the office only ONCE A WEEK for less than 7 hours. You can check their badging in and badging out times. Board members are in attendance more than these employees.
- \* Union employees, including Local 1574, work on site, all hours, seven days a week, including nights, weekends, and holidays.
- \* Maintenance crews routinely work 8 pm to 6 am in physically demanding environments.
- \* Allowing office staff to work remotely with zero oversight creates inequitable working conditions and undermines labor fairness.
- \* Equal treatment of employees requires consistent expectations, not discretionary arrangements benefiting a subset of staff with high salaries and no accountability.

#### Legal, Compliance, and Risk Exposure

- \* Some employees may be working remotely across state lines and the district is not authorized, structured, or funded to employ staff working outside the state of California. The agency is not

structured for out of state employment, including non California payroll taxation, labor law compliance, and workers' compensation coverage.

- \* Employees working remotely outside California expose the agency to unfunded legal, tax, and insurance liabilities.

- \* Workers' compensation policies were designed for designated workplaces — not private residences with unknown safety conditions.

- \* There is currently no monitoring or enforcement to confirm employee work location, hours, or compliance with California employment laws. Amazon tracks employee location.

- \*The district cannot verify the safety of home worksites, creating direct liability exposure.

- \* Please provide a report on all employees via a Public Records Act request as to where office employees have been in the last two years. If you cannot provide this information you cannot say that they were working.

### Core Business Hours and Productivity

- \* Numerous non field staff and employees at Central and the bases are not consistently present during core business hours.

- \* There is background household activity during video meetings like dishwashers being unloaded, pets in the video, blurred images of children in the video feed, lawn maintenance activity, sounds of cooking ("be right back" because I am doing laundry or cooking). Employees appear to be in public venues when they are supposed to be in front of a computer or at a desk.

- \* Employees appearing to conduct personal errands during work hours.

- \* These conditions are incompatible with professional public agency service standards. This would be unacceptable for the security guards and for employees in the maintenance yards and staff on buses and trains. So why is it acceptable for office or non field staff?

### Collaboration, Training, and Problem Solving

- \* Effective teamwork, mentoring, and real time problem-solving require physical co-location.

- \* Employees cannot learn district culture, procedures, or expectations in a virtual environment when offices are mostly empty.

- \* Institutional knowledge transfer has materially declined due to lack of in person engagement.

### Fiscal Stewardship and Public Trust

- \* The agency invested significant taxpayer funds or \$130 million in a new Central Office campus.

- \* Current occupancy at Central is less than 10% at any given time, and 1% on Fridays, representing a massive waste of public resources.

- \* The public expects visible, accountable use of facilities funded with taxpayer dollars, not a complete erosion of public trust.

### Lack of Oversight and Enforcement

There is no active system to:

- \* Track employee presence

- \* Enforce attendance

- \* Confirm compliance with existing policies
- \* Badge in and badge out data by employees needs to be implemented and reviewed to ensure accountability and this data needs to be published to the taxpayers.
- \* The absence of enforcement has resulted in policy erosion and inconsistent standards.

#### Market Alignment and Compensation Integrity

- \* Private sector employers increasingly align compensation with geographic cost of living (COLA) adjustments. You cannot be in the Central Valley while posing as working in Silicon Valley.
- \* Paying identical wages to employees to live in high cost areas (San Carlos and peninsula) and lower cost regions (Central Valley) while allowing remote work creates compensation inequities and loss of morale. Worse when these employees are in the office only ONCE A WEEK.
- \* Remote work arrangements further amplify this imbalance and undermine wage structure integrity.

Please fix this. If not, please explore the outsourcing of all these jobs to save taxpayer dollars or rent the office space when employees are absent from the workplace and working remotely.

Sincerely,  
Pete A. Smith

**From:** [Caltrain BOD Public Support](#)  
**To:** [ngugras@gmail.com](mailto:ngugras@gmail.com)  
**Cc:** [Board \(@caltrain.com\)](#)  
**Subject:** Re: Tickets optional?  
**Date:** Wednesday, January 21, 2026 10:27:45 AM

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Dear Geo U.,

Thank you for your feedback regarding Train 147. Your message to the Caltrain Board of Directors was forwarded to me for response. A copy of this correspondence will also be shared with the Board.

Caltrain has a zero-tolerance policy for fare evasion. All passengers must tap on with a Clipper card or purchase a valid ticket before boarding, and conductors are required to enforce our proof-of-payment policy.

We understand how this situation may have felt unfair, especially since you had valid tickets. We will reinforce consistent enforcement and clear communication with our team to help prevent similar concerns in the future.

Kind regards,

Your Caltrain BOD Public Support Team

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**From:** Geo U. <[ngugras@gmail.com](mailto:ngugras@gmail.com)>  
**Sent:** Saturday, January 17, 2026 12:46:58 AM (UTC+00:00) Monrovia, Reykjavik  
**To:** Board (@caltrain.com) <[board@caltrain.com](mailto:board@caltrain.com)>  
**Subject:** Tickets optional?

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**From:** Evan Crowe <evancrowe@ymail.com>  
**Sent:** Thursday, January 22, 2026 9:41 AM  
**To:** Board (@caltrain.com)  
**Subject:** ride caltrain to sap center- "late night" trains from san jose

**ATTENTION:** This email came from an external source. Do not open attachments or click on links from unknown senders.

Dear Board of Directors,

I recently saw the advertisement suggesting sharks fans ride the train to the SAP center: [SAP Center](#) | [Caltrain](#)



SAP Center Service

I agree it would be very convenient to ride the train to the SAP center given its approximate location, but was amused that the webpage was touting the 'late night' service from San Jose, but then explained that trains only leave at 1030 and 1130 and if the game runs late you could miss the train. In comparison, San Francisco has trains departing every half hour from 10pm- midnight. Please improve the late night service departing San Jose to an equivalent level of service that San Francisco has!

Thanks  
Evan