

# ***Adopt Caltrain Salary Ordinance***

**JPB Board Meeting  
May 7, 2026**



# Recommended Action

- Request Board approval of Caltrain salary ordinance:
  - Principle: Align Caltrain salary ordinance with SamTrans salary ordinance with respect to pay grades for administrative positions performing the same functions and independently determine pay grades for rail-specific positions
  - Action: **Adopt Caltrain salary schedule in SamTrans salary ordinance while reserving authority to make changes in the future and authorizing the Caltrain Executive Director to establish salaries for Caltrain employees pursuant to the salary ordinance**

# Background

- Following execution of the Governance MOU in 2022, CalPERS requested information regarding employment status of rail employees
- Separately, counsel for Caltrain and member agencies determined that Caltrain should seek its own contract with CalPERS to provide pension and health benefits to the railroad's employees
- CalPERS agreed to defer request for information while JPB pursued separate contract with CalPERS
- On April 4, 2024, the Board authorized staff to submit an application to CalPERS for JPB to become a successor agency to SamTrans

# Background

- CalPERS determined that JPB is eligible to contract with CalPERS and has agreed to negotiate a successor agency contract with Caltrain, with an effective date of July 1, 2012
- Ensures that Caltrain employees continue to receive the same benefits they currently receive under the SamTrans plan
- CalPERS, Caltrain, and SamTrans are identifying those employees who will be transferred from the SamTrans plan to the Caltrain plan and calculating the assets and liabilities associated with those employees
- Once negotiations are complete, the CalPERS contract will be presented to the JPB Board for approval

# Salary Ordinance Requirements

- CalPERS requires contracting agencies to adopt a salary schedule upon which benefits are based
- Governance MOU treats rail employees as employees of SamTrans, subject to SamTrans salary ordinance
- SamTrans board approved salary ordinance in October 2025, including separate schedule for rail employees, after conducting compensation study
- SamTrans staff take position that JPB must adopt schedule approved by SamTrans board for rail employees

# Governance Ad Hoc Committee Recommendation

- Governance Ad Hoc Committee considered the options and recommended aligning with SamTrans's pay grades for administrative positions performing the same functions and independently determine pay grades for rail-specific positions
- Proposal responds to concerns about equity between the agencies for employees performing similar functions, but preserves JPB's ability to determine pay grades for rail-specific positions

# Items to Be Considered

- Adopt proposed salary ordinance (Caltrain salary schedule adopted by SamTrans Board)
- Reserve authority to make changes in the future for rail-specific positions based on analysis and data
- Authorize the Caltrain ED to establish salaries for Caltrain employees pursuant to the salary ordinance
- Staff will present any proposed updates to salary ordinance at least annually as part of budget process

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FOR MORE INFORMATION

[WWW.CALTRAIN.COM](http://WWW.CALTRAIN.COM)

