



SamTrans Board of Directors

Meeting February 4, 2026

Correspondence as of January 23, 2026

Subject

1. Inappropriate Driving Practices
2. New Millbrae office and possible waste of \$126m taxpayer dollars
3. RE: 13c - SamTrans Bus Stop Improvement Plan – *Staff response*
4. RE: 13c - SamTrans Bus Stop Improvement Plan – *Response to Staff response*
5. MCTS implements pilot programs for bus safety, fare collection; Updates from Denver RTD
6. This week's Transit Bid Tracker - from Mass Transit Magazine
7. CATS breaks ground on new transit operations home; Updates from TTC

From: OneTimeOutreach@pm.me
To: [Board \(@samtrans.com\)](mailto:Board (@samtrans.com))
Cc: [Kevin Yin](#)
Subject: Inappropriate Driving Practices
Date: Friday, January 16, 2026 8:25:36 PM

You don't often get email from onetimeoutreach@pm.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.

To: Chair Chuang, Vice Chair Esser, and members of the SamTrans Board of Directors,

I am a resident of South San Francisco writing to express concerns regarding the behavior of your bus drivers. On January 16th, 2026, while driving by stop #334116 (Gellert Blvd & Westborough Blvd) around 5:49 pm PT, one of your drivers (Route 122, possibly Bus 539) began entering the intersection from a complete stop while I was in the process of immediately passing. As you know, California law (Vehicle Code section 21804) requires merging vehicles to yield to vehicles in the lane before entering the road. To warn your driver, in accordance with Vehicle Code Section 27001, I briefly activated my horn and in response your driver immediately honked back. As I passed, your driver honked again in an act of aggression. I do not believe your employee's conduct was lawful for the driving conditions.

The reason I am reaching out about this isn't that I am mad someone unnecessarily honked at me and want to tattle on your driver, but because that this type of aggressive, not reasonably assertive, behavior is frustratingly typical at and around this stop by SamTrans employees. Your drivers regularly unlawfully merge when they are required by law to yield, and throw the weight of their bus around to dominate the road in a manner that creates risk for the general public and SamTrans as a public entity. My family simply wants to come and go from our home in a lawful and safe manner - having to worry about your employees operating busses inappropriately does not work. I submit this email into the public record in the event that it is relevant to future incidents related to SamTrans employees.

Thank you for your consideration,

A concerned citizen

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

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

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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: [SamTrans BOD Public Support](#)
To: adina@seamlessbayarea.org
Cc: [Board \(@samtrans.com\)](mailto:Board (@samtrans.com))
Subject: RE: 13c - SamTrans Bus Stop Improvement Plan
Date: Wednesday, January 21, 2026 11:15:01 AM

To Adina Levin,

Thank you for this comment. The BSIP Amenity Refresh staff are considering multi-agency information for our real-time information amenities. We will be working closely with our partner agencies to collaborate on these efforts. We are still working through limitations on real-time information technology, but understand multi-agency information is important to our riders at our shared stops.

Your SamTrans BOD Public Support Team

From: Adina Levin <adina@seamlessbayarea.org>
Sent: Wednesday, January 7, 2026 8:44:04 PM (UTC+00:00) Monrovia, Reykjavik
To: Board (@samtrans.com) <board@samtrans.com>; Public Comment <PublicComment@samtrans.com>
Cc: Michaela Petrik <petrikm@samtrans.com>
Subject: 13c - SamTrans Bus Stop Improvement Plan

You don't often get email from adina@seamlessbayarea.org. [Learn why this is important](#)

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Dear Board and Staff,

Thank you very much for the progress on the SamTrans Bus Stop Improvement Plan which will greatly improve the comfort and dignity of people using SamTrans around the county.

I wanted to make comment about a feature that will be helpful in some locations, that will make transit easier to use.

At bus stops served my multiple agencies, it would be helpful to have realtime signage showing the arrival time - not only for SamTrans buses but for the other agencies people are using.

Such multi-agency signs have most recently been rolled out in the North Bay, and were done in as part of a existing project in that project's budget.

<https://www.seamlessbayarea.org/blog/2026/1/6/smart-launches-multi-agency-signs-for-better-connections>

Thanks again for improving bus stops in San Mateo County.

Best,

- Adina

Adina Levin

Seamless Bay Area

<https://seamlessbayarea.org>

650-646-4344

From: [Adina Levin](#)
To: [SamTrans BOD Public Support](#)
Cc: [Board \(@samtrans.com\)](#)
Subject: Re: 13c - SamTrans Bus Stop Improvement Plan
Date: Wednesday, January 21, 2026 12:00:29 PM

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Thank you very much!

- Adina

On Wed, Jan 21, 2026 at 11:15 AM SamTrans BOD Public Support
<SamTransBODPublicSupport@samtrans.com> wrote:

To Adina Levin,

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Sent: Wednesday, January 7, 2026 8:44:04 PM (UTC+00:00) Monrovia, Reykjavik
To: Board (@samtrans.com) <board@samtrans.com>; Public Comment
<PublicComment@samtrans.com>
Cc: Michaela Petrik <petrikm@samtrans.com>
Subject: 13c - SamTrans Bus Stop Improvement Plan

You don't often get email from adina@seamlessbayarea.org. [Learn why this is important](#)

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Thanks again for improving bus stops in San Mateo County.

Best,

- Adina

Adina Levin
Seamless Bay Area

<https://seamlessbayarea.org>

650-646-4344

From: MASS Safety & Security News <mass@news.southcommmail.com>
Sent: Thursday, January 22, 2026 6:02 AM
To: Board (@samtrans.com)
Subject: MCTS implements pilot programs for bus safety, fare collection; Updates from Denver RTD

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MCTS implements pilot programs for bus safety, fare collection; Updates from Denver RTD
Mass Transit Safety & Security Thursday ENL | [View online](#)



MCTS implements two pilot programs to improve bus safety and fare collection

The pilots will see more officers on transit as well as enforcing fare collection.

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Denver RTD moves Transit Police Public Safety dispatchers back into original Security Command Center

The return enables the team to address first-responder communications from across the district from a single Denver RTD operating site.

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CTA to install activated carbon filters on eight 5000-Series railcars to mitigate harmful odors

The initiative is part of CTA's Innovation Studio and the new filters include substantially more activated carbon than traditional HVAC filters.

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New SEPTA quarterly report shows crime continues to drop

The new report marked the second year where totals were below pre-pandemic levels.

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New California law expands protections for public transit workers

By Alexandra V. Atencio

AB 394 expands mechanisms for transit agencies in California to protect their employees and provides a blueprint that other states can replicate.

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L.A. Metro launches Care-Based Services Division to prioritize safety on transit systems

The Care-Based Services Division brings together all of L.A. Metro's care-centered public safety programs within the Department of Public Safety.

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City of Edmonton to expand transit peace officer force

The expansion will bring on 30 new TPOs by July, making for 126 patrolling the transit system.

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SacRT to transition policing services and staffing to Sacramento County Sheriff's Department

The transition will increase staffing levels and aims to get security or transit ambassadors on every light-rail vehicle.

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MA: An overdue protection for transit workers we all depend upon (The Republican Editorials)

CA: Inside Daniel Lurie's handling of Waymo crisis during S.F. power outages

NC: Federal transit leader coming to Charlotte after light rail stabbings, city reveals

IL: Chicago Transit Authority crime down slightly despite series of high-profile incidents in 2025

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Mass Transit
EndeavorB2B
30 Burton Hills Blvd., Suite 185
Nashville, TN 37215

From: Mass Transit <mass@news.southcommmail.com>
Sent: Thursday, January 22, 2026 7:00 AM
To: Board (@samtrans.com)
Subject: This week's Transit Bid Tracker - from Mass Transit Magazine

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MASS TRANSIT Transit Bid Tracker

JANUARY 22, 2026



RFP #2025-008: Enterprise Asset Management Software & Implementation Services

From Champaign-Urbana Mass Transit District (MTD)

NOTICE IS HEREBY GIVEN THAT THE CHAMPAIGN-URBANA MASS TRANSIT DISTRICT (MTD) will be receiving proposals in accordance with Request For Proposals #2025-008 for the successful deployment of an Enterprise Asset Management (EAM) software solution...



MTA Long LIRR - RFEI for 26 Diesel Locomotives

From MTA Long Island Rail Road

Request For Information The MTA Long Island Rail Road (LIRR) is requesting information from potential firms regarding the lease of up to 26 Diesel Locomotive Hauled Passenger Coaches for the 2026 summer season. All interested parties are invited...



REQUEST FOR PROPOSALS FOR CONTACTLESS FARE COLLECTION PLATFORM AND SUPPORTING SERVICES

From Connecticut Department of Transportation (CTDOT)

REQUEST FOR PROPOSALS FOR CONTACTLESS FARE COLLECTION PLATFORM AND SUPPORTING SERVICES The State of Connecticut Department of Transportation ("CTDOT") is

seeking proposals for a contractor to provide a Contactless Fare Collection...

OP139029 - Zero Emission Buses- 2026(B)

From LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY (LACMTA)

LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY (LACMTA) REQUEST FOR PROPOSAL LACMTA will receive Proposals for RFP No. OP139029 - Zero Emission Buses-2026(B) per specifications on file at the Vendor/Contract Management Department...

Paratransit Eligibility Services

From Stanislaus Regional Transit Authority's (StanRTA)

StanRTA and the City of Turlock issue this joint RFP to select one contractor for ADA paratransit eligibility services. Contractor will sign separate, independently managed contracts with each agency. Please go to Planet Bids (<https://home....>)

City of Lodi Transit Operations RFP

From City of Lodi

A Request for Proposal (RFP) is being issued by the City of Lodi pursuant to the Federal Transit Administration's Best Value Procurement Guidelines to select an independent contractor to operate transit services in Lodi. The successful...

RFP: Jefferson Lines

From Jefferson Lines

Jefferson Lines seeks proposals to refurbish two over-the-road buses. NOTICE IS HEREBY GIVEN: proposals will be received via postal service or by electronic mail by the Jefferson Lines, 2100 East 26th Street, Minneapolis, MN 55404. Submissions...

MICROTRANSIT OPERATIONS SERVICES - PILOT PROGRAM

From Lextran

Lextran invites qualified firms to submit proposals for the implementation and management of a Microtransit Pilot Program. This initiative represents a significant new chapter in Lextran's service delivery. For full details visit <https...>

TOD - Development - Lindbergh Station, Oakland City and Ft. McPherson Stations, Kensington Stations

From Metropolitan Atlanta Rapid Transit Authority (MARTA)

Transit Oriented Development opportunity for several Transit Station sites throughout the Atlanta Metro Region. We are planning at least 6 more Stations for TOD development opportunity for Q-1 and Q-2 2026. For more information visit ...

26-T016 - Generators Project

From Trinity Metro

Trinity Metro is soliciting proposals to procure a qualified contractor to provide comprehensive services for the procurement, delivery, installation, and commissioning of a permanent diesel-powered standby generator at the Trinity Metro HRP...

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Mass Transit
EndeavorB2B
30 Burton Hills Blvd., Suite 185
Nashville, TN 37215

From: Mass Transit <mass@news.southcommmail.com>
Sent: Thursday, January 22, 2026 8:16 AM
To: Board (@samtrans.com)
Subject: CATS breaks ground on new transit operations home; Updates from TTC

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CATS breaks ground on new transit operations home; Updates from TTC
Mass Transit Daily ENL | [View online](#)



CATS breaks ground on new transit operations home

The new facility will host passenger boardings, operations offices and bus storage and refueling.

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TTC launches six-month pilot to improve bus safety for operators

The agency equipped 30 buses with technology that will warn operators and vulnerable road users of potential collisions, as well as new displays that reduce blind spots for operators.

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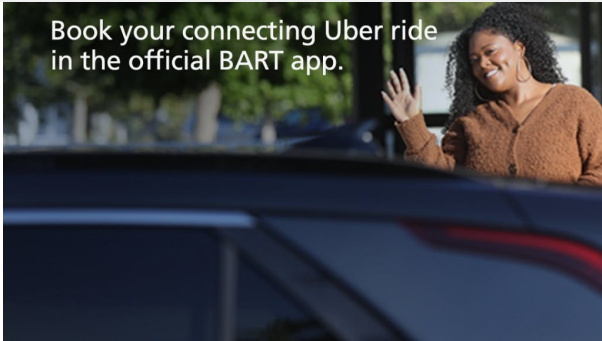


Engage, Share, Learn

From NPMA

The 5th Annual Transit Retreat comes to the Gulf Coast this March! Experience a refreshing approach to engaging peers, national partners and vendors in Mobile, Alabama. If you are a Rural, Small Urban or Mobility Management partner, then join peers from across the Nation, FTA Technical Assistance Centers, National partners and more as we gather for 2 days of sessions and professional development.

[Learn More](#)



Book your connecting Uber ride in the official BART app.

BART partners with Uber Transit to facilitate first/last mile trips

The new integration brings Uber bookings directly in the BART app for transit connections.

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New report finds Massachusetts' fare share funding positive impact for public transit, but more funding needed

The report notes fair share funding has stabilized MBTA's finances for the past year, but that alone will be insufficient to solve MBTA's \$24.5 billion state of good repair backlog.

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GLTC partners with Masabi to launch account-based ticketing systemwide

The upgrade allows passengers to pay with a phone or smart card and reload online or in select retailers.

[Read More](#)



CCW to refurbish two GILLIG hybrid transit buses for Mountain Line

The refurbishment is designed to extend vehicle service life, enhance passenger comfort and support Mountain Line's long-term fleet sustainability goals.

[Read More](#)

AZ: Safety concerns stay high among Tucson bus riders

AK: Assembly members push to establish free Anchorage bus fares for older adults on Fridays

OH: RTA advances West 25th bus rapid transit project, as some businesses remain opposed

CA: Parents are letting teens ride in Waymos without an adult. That poses a dilemma for the company

FEATURED



How St. Louis Metro is Redefining Safety Through a Layered Security Strategy

By Kevin Scott

St. Louis Metro Transit's Secure Platform Plan is a comprehensive, layered approach integrating people, technology and process to increase safety throughout the system.

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