



DRAFT MINUTES

Personnel Committee

Thursday, December 17, 2019

1. Roll Call

Chair Peskin called the meeting to order at 2:00 p.m.

Present at Roll Call: Commissioners Peskin, Ronen (2)

Absent at Roll Call: Commissioner Mandelman (joined during Item 2) (1)

2. Approve the Minutes of the December 5, 2018 Meeting - ACTION

There was no public comment.

Commissioner Ronen moved to approve the minutes.

The minutes were approved without objection by the following vote:

Ayes: Mandelman, Peskin and Ronen (3)

Nays: (0)

3. Recommend Adoption of a Rail Program Manager Job Classification and Revised Organizational Chart - ACTION

Cynthia Fong, Deputy Director for Finance and Administration, presented the item.

Chair Peskin asked how long the transition from the on-call consultant to an in house position would take, being that during the transition they would be paying for two positions rather than one.

Executive Director Tilly Chang responded that the agency has benefited from having a long-time rail consultant, Luis Zurinaga, for over 10 years. She added that she believes Mr. Zurinaga is needed for a couple more years to complete oversight of the Central Subway. Thereafter, she said, some of the newer responsibilities, Downtown Rail Extension (DTX) being an example, would be handed over to the Rail Manager. She continued, by stating that in any case the agency would still be assisted by a team of on-call consultants, which the Rail Manager would help to manage.

Chair Peskin replied that he is a big fan of independent oversight that can be brought by the Transportation Authority, but one of the findings of the expert panel that the agency convened for the DTX has to do with collaboration between a number of agencies which ultimately, based off the government structure that they recommended, is hiring an independent party. Chair Peskin asked how the rail position would work with the independent party and asked if funds to pay for the new positions should solely come out of the Transportation Authority funds, or subventions from other agencies that are interested and vested in the DTX.



Executive Director Chang clarified that it is the DTX Rail Program of Projects. She added that the entire sales tax program is heavily transit oriented and that the oversight functions that Mr. Zurinaga performs in addition to DTX include the light rail vehicles and Muni's capital program. The new role will be working on Transportation Authority assignments whether it is a particular capital project or program of projects. She said it would be hard to ask agencies to pay into it even though they will benefit. However, she said that they will be asking for contributions from other agencies for the consultant budgets to support the DTX rail program of projects.

During public comment Roland Lebrun shared a suggestion to terminate the oversight contract versus extending it and said that the Transportation Authority could save up to \$2 million by doing that. With regard to the new position, Mr. Lebrun said it is so important to the City that rather than reporting to the Deputy Director of Capital Projects, the agency should create a new rail division reporting directly to the Executive Director with five or six staff.

Chair Peskin acknowledged Mr. Lebrun's comments and noted you have to walk before you can run and that getting all the different organizations involved with DTX to cooperate is the current imperative.

The item was approved without objection by the following vote:

Ayes: Mandelman, Peskin and Ronen (3)

Nays: (0)

4. [CLOSED SESSION] Evaluation of Public Employee Performance and Recommend Approval of the Executive Director's Performance Objectives for 2020 - ACTION

Chair Peskin called for public comment. There was no public comment.

Chair Peskin called the Closed Session to order.

5. Recommend Adoption of the Revised Salary Structure, Amendment of the Existing Employee Agreement and Setting the Annual Compensation for the Executive Director for 2020 - ACTION

Chair Peskin reconvened the meeting in Open Session and asked the Clerk to also call Agenda Item #5. The Chair then reported that the Committee had rated Executive Director's Chang performance for 2019 as Exceptionally Good and recommended approval of her 2020 performance objectives. Chair Peskin also reported that the Committee had decided to recommend increasing the Executive Director's salary range by 15%, amending the employment agreement to extend it an additional 3 years, and increasing the annual compensation by 5%. Chair Peskin reported that the Committee also recommended that the unspent \$15,000 for professional development funds be rolled over to 2020 to help enhance Executive Director Chang's job performance.

There was no public comment.

Commissioner Ronen moved to approve the item.

The item was approved without objection by the following vote:

Ayes: Mandelman, Peskin and Ronen (3)

Nays: (0)



6. Introduction of New Items - INFORMATION

There were no new items introduced.

7. Public Comment

There was no public comment.

8. Adjournment

The meeting was adjourned at 3:14 p.m.