



RESOLUTION SETTING THE ANNUAL COMPENSATION FOR THE EXECUTIVE DIRECTOR
FOR 2021

WHEREAS, On September 24, 2013, through Resolution 14-24, the Board appointed Tilly Chang as Executive Director of the San Francisco County Transportation Authority, effective October 1, 2013; and

WHEREAS, On December 17, 2019, through Resolution 20-28, the Board amended the employment agreement with Tilly Chang to extend the term of the agreement to December 31, 2022; and

WHEREAS, Through Resolution 20-28, the Board also adopted a revised salary structure which changed the salary range for the Executive Director position to \$217,893 - \$304,712, without any pre-set steps; and

WHEREAS, The Transportation Authority's Administrative Code establishes that the Board fixes the compensation level for the Executive Director; and

WHEREAS, Per the Personnel Manual, salary adjustments are not automatic based on cost of living or other indexes but are focused instead on rewarding performance; and

WHEREAS, On December 10, 2020 the Personnel Committee met, and after extensive consideration of the Executive Director's performance and other factors, recommended setting compensation to increase by 4% for 2021; and

WHEREAS, In light of raises being given in other sectors, Executive Director Chang requested to reduce the proposed raise by .5% to 3.5%; now, therefore, be it further

RESOLVED, That the Transportation Authority hereby increases the Executive Director's compensation by 3.5% for 2021, effective January 11, 2021.



**San Francisco
County Transportation
Authority**

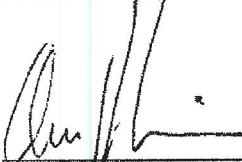
PC121020

RESOLUTION NO. 21-27

The foregoing Resolution was approved and adopted by the San Francisco County Transportation Authority at a regularly scheduled meeting thereof, this 15th day of December 2020, by the following votes:

Ayes: Commissioners Fewer, Haney, Mandelman, Mar, Preston, Peskin, Ronen, Safai, Stefani, Walton and Yee (11)

Absent: (0)

 12/15/20

Aaron Peskin
Chair

Date

ATTEST:

 12/14/20

Tilly Chang
Executive Director

Date