



AGENDA

Personnel Committee Meeting Notice

Date: Wednesday, December 8, 2021, 2:00 p.m.

Location: Watch www.sfgovtv.org/watch

PUBLIC COMMENT CALL-IN: 1 (415) 655-0001; Access Code: 2491 242 4168 # #

To make public comment on an item, when the item is called, dial '*3' to be added to the queue to speak. When your line is unmuted, the operator will advise that you will be allowed 2 minutes to speak. When your 2 minutes are up, we will move on to the next caller. Calls will be taken in the order in which they are received.

Commissioners: Mandelman (Chair), Peskin (Vice Chair), and Ronen

Clerk: Britney Milton

Remote Access to Information and Participation:

This meeting will be held remotely and will allow for remote public comment pursuant to AB 361, which amended the Brown Act to include Government Code Section 54953(e) and empowers local legislative bodies to convene by teleconferencing technology during a proclaimed state of emergency under the State Emergency Services Act so long as certain conditions are met.

Members of the public are encouraged to visit the SFGovTV website (www.sfgovtv.org) to stream the live meetings or watch them on demand. Written public comment may be submitted prior to the meeting by emailing the Clerk of the Transportation Authority at clerk@sfcta.org or sending written comments to Clerk of the Transportation Authority, 1455 Market Street, 22nd Floor, San Francisco, CA 94103. Written comments received by 8 a.m. on the day of the meeting will be distributed to Committee members before the meeting begins.

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4.	[CLOSED SESSION] Evaluation of Public Employee Performance and Recommend Approval of the Executive Director's Performance Objectives for 2022 - ACTION	



The Transportation Authority will hold a closed session under California Government Code 54957 concerning the evaluation of the performance of the Executive Director.

OPEN SESSION: After the closed session, the Chair shall report the vote taken on motion(s) made in the closed session, if any.

5. Recommend Setting the Annual Compensation for the Executive Director for 2022 - ACTION

Per the Administrative Code, the Transportation Authority shall fix the compensation of the Executive Director. The Personnel Committee will consider the Executive Director's performance and recommend the Executive Director's compensation for 2022.

6. Introduction of New Items - INFORMATION

During this segment of the meeting, Commissioners may make comments on items not specifically listed above or introduce or request items for future consideration.

7. Public Comment

8. Adjournment

***Additional Materials**

Items considered for final approval by the Committee shall be noticed as such with **[Final Approval]** preceding the item title.

The meeting proceedings can be viewed live or on demand after the meeting at www.sfgovtv.org.

The Legislative Chamber (Room 250) and the Board Room (Room 263) in City Hall are wheelchair accessible. Assistive listening devices for the Legislative Chamber and the Board Room are available upon request at the Clerk of the Board's Office, Room 244. To request sign language interpreters, readers, large print agendas or other accommodations, please contact the Clerk of the Transportation Authority at (415) 522-4800. Requests made at least 48 hours in advance of the meeting will help to ensure availability. Attendees at all public meetings are reminded that other attendees may be sensitive to various chemical-based products.

If any materials related to an item on this agenda have been distributed to the Committee after distribution of the meeting packet, those materials are available for public inspection at the Transportation Authority at 1455 Market Street, Floor 22, San Francisco, CA 94103, during normal office hours.

Written public comment may be submitted prior to the meeting by emailing the Clerk of the Transportation Authority at clerk@sfcta.org or sending written comments to Clerk of the Transportation Authority, 1455 Market Street, 22nd Floor, San Francisco, CA 94103. Written comments received by 8 a.m. on the day of the meeting will be distributed to Committee members before the meeting begins.

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code Sec. 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102; (415) 252-3100; www.sfethics.org.



DRAFT MINUTES

Personnel Committee

Thursday, December 10, 2020

1. Roll Call

Chair Peskin called the meeting to order at 1:24 p.m.

Present at Roll Call: Commissioners Mandelman, Peskin, Ronen (3)

Absent at Roll Call: (0)

2. Approve the Minutes of the December 17, 2019 Meeting - ACTION

There was no public comment..

Commissioner Mandelman moved to approve the minutes, seconded by Commissioner Ronen.

The minutes were approved without objection by the following vote:

Ayes: Mandelman, Peskin and Ronen (3)

Nays: (0)

3. [CLOSED SESSION] Evaluation of Public Employee Performance and Recommend Approval of the Executive Director's Performance Objectives for 2021 - ACTION

There was no public comment.

Chair Peskin called the Closed Session to order.

4. Recommend Setting the Annual Compensation for the Executive Director for 2021 - ACTION

Chair Peskin reconvened the meeting in Open Session and asked the Clerk to also call Agenda Item #4. He thanked Executive Director, Tilly Chang and Deputy Director for Finance and Administration, Cynthia Fong, for their leadership in handling the 43 member Transportation Authority staff, adding that the agency is small but mighty. Chair Peskin said the committee members are cognizant of the tough times they are facing financially, emotionally, and psychologically, but they also acknowledges the staff's hard work. He noted that the average salary increase for the agency was 4%. He shared that the committee found Executive Director Chang's work to be superlative in 2020 and had rated her performance as Outstanding and recommended approval of her 2021 performance objectives. Chair Peskin also reported that the committee decided to recommend increasing the Executive Director's 2021 annual compensation by 4% to a total of \$278,113.68.

During public comment, a caller expressed their concern on a salary increase for the Executive Director when other department budgets are having their funding cut. They



added that it is prudent to disclose the reasoning behind the increase, when the public is unable to hear what was discussed in closed session.

Chair Peskin clarified that the agency is not a subdivision of the City and County of San Francisco, but a separate agency under state law. He added that the Executive Director's salary is in line, if not arguably low, when compared to similar positions in Northern California and the Bay Area. Chair Peskin also shared that the 2020 Record of Accomplishments and the 2021 Objectives that were reviewed during closed session will be publicly disclosed.

Chair Peskin motioned to approve the item, seconded by Commissioner Ronen.

The item was approved without objection by the following vote:

Ayes: Mandelman, Peskin and Ronen (3)

Nays: (0)

5. Introduction of New Items - INFORMATION

There were no new items introduced.

6. Public Comment

There was no general public comment.

7. Adjournment

The meeting was adjourned at 2:36 p.m.



Memorandum

AGENDA ITEM 3

DATE: December 3, 2021

TO: Personnel Committee: Commissioners Mandelman (Chair), Peskin (Vice Chair) and Ronen

FROM: Cynthia Fong - Deputy Director for Finance & Administration

SUBJECT: 12/8/21 Personnel Committee Meeting: Recommend Amendment of Resolution 90-14 to Add Juneteenth as an Annual Observed Paid Holiday

<p>RECOMMENDATION <input type="checkbox"/> Information <input checked="" type="checkbox"/> Action</p> <p>Recommend amendment of Resolution 90-14 to add Juneteenth as an Annual Observed Paid Holiday</p> <p>SUMMARY</p> <p>Through Resolution 90-14, the Transportation Authority Board approved 11 paid holidays for its employees. We recommend observing Juneteenth as a paid holiday as a sign of support for the Black Community. On June 17, 2021, President Joe Biden signed a bill into law to make June 19th, known as Juneteenth, a national holiday commemorating the end of slavery in the United States. On the same day, Mayor London Breed signed a proclamation recognizing Juneteenth as a holiday in San Francisco.</p>	<p><input type="checkbox"/> Fund Allocation</p> <p><input type="checkbox"/> Fund Programming</p> <p><input type="checkbox"/> Policy/Legislation</p> <p><input type="checkbox"/> Plan/Study</p> <p><input type="checkbox"/> Capital Project Oversight/Delivery</p> <p><input type="checkbox"/> Budget/Finance</p> <p><input type="checkbox"/> Contract/Agreement</p> <p><input checked="" type="checkbox"/> Other: <u>Employee Benefits</u></p>
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BACKGROUND

Juneteenth, also known as "Juneteenth Independence Day," "Emancipation Day," "Emancipation Celebration," and "Freedom Day," is the oldest African American holiday observance in the United States. Juneteenth commemorates history of suffering and resilience experienced by African Americans who were first brought to this country stacked in the bottom of slave ships in a month-long journey across the Atlantic Ocean known as the "Middle Passage". In September 1862, President Lincoln issued the Emancipation Proclamation, warning the rebellious Confederate states that he would declare their slaves "forever free" if those states did not return to the Union by January 1, 1863. On January 31, 1865, Congress passed the Thirteenth Amendment to the United States Constitution, abolishing slavery throughout the United States and its territories. Juneteenth, or June 19, 1865, is considered the date when the last slaves in America were freed when General



Gordon Granger rode into Galveston, Texas, and issued General Order No. 3, almost two and one-half years after President Lincoln issued the Emancipation Proclamation.

DISCUSSION

Our agency currently observes the following 11 holidays: New Year's Day, Martin Luther King's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Indigenous People's Day, Veteran's Day, Thanksgiving, day after Thanksgiving, and Christmas Day. Adding Juneteenth as an observed paid holiday is an effort to foster a greater recognition of the horrors of slavery in the United States and the long history of inequality that follows emancipation and continues to this day. It also serves to help build the agency's values of racial equity, diversity and inclusion and to foster a culture of belonging for all.

FINANCIAL IMPACT

Total budgeted personnel expenditures will not increase; however, \$23,564 in salaries and corresponding fringe benefit expenditures may shift between other funds to Sales Tax Program.

CAC POSITION

None. The CAC does not advise on personnel matters.

SUPPLEMENTAL MATERIALS

None