



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.