



RESOLUTION SETTING THE ANNUAL COMPENSATION FOR THE EXECUTIVE DIRECTOR  
FOR 2022

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 8, 2021 the Personnel Committee met, and after extensive consideration of the Executive Director's performance and other factors, recommended setting compensation to increase by 4.5% for 2022; and

WHEREAS, In light of raises being given in other sectors, Executive Director Chang requested to reduce the proposed raise by .5% to 4.0% to a total of \$287,848; now, therefore, be it further

RESOLVED, That the Transportation Authority hereby increases the Executive Director's compensation by 4.0% for 2022, effective January 10, 2022.



**San Francisco  
County Transportation  
Authority**

PC120821

RESOLUTION NO. 22-25

The foregoing Resolution was approved and adopted by the San Francisco County Transportation Authority at a regularly scheduled meeting thereof, this 14th day of December, 2021, by the following votes:

**Ayes:** Commissioners Chan, Haney, Mandelman, Mar, Melgar, Peskin, Preston, Ronen, Safai, Stefani, and Walton (11)

**Nays:** (0)

**Absent:** (0)

DocuSigned by:  
*Rafael Mandelman* 1/4/2022  
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Rafael Mandelman Date  
Chair

ATTEST:

DocuSigned by:  
*Tilly Chang* 1/4/2022  
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Tilly Chang Date  
Executive Director