



RESOLUTION ADOPTING A REVISED SALARY STRUCTURE, AMENDING THE EXISTING EMPLOYMENT AGREEMENT, AND SETTING THE ANNUAL COMPENSATION FOR THE EXECUTIVE DIRECTOR FOR 2023

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, 2023; 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 7, 2022, the Personnel Committee met, and after extensive consideration of the Executive Director's performance and other factors, recommended adopting \$239,682 - \$326,501 as the revised salary structure; amending the employment agreement to extend the term for three years, add a one-time \$3,000 bonus for outstanding performance, and add \$13,500 in Deferred Supplemental Retirement Compensation in 2023, \$14,500 in 2024, and \$15,500 in 2025; and setting the Executive Director's compensation at \$310,000 for 2023; now, therefore, be it

RESOLVED, That the Transportation Authority hereby adopts a revised salary structure of \$239,682 - \$326,501 for the Executive Director; and be it further

RESOLVED, That the Transportation Authority hereby amends the existing



employment agreement with the Executive Director, adding a one-time \$3,000 bonus for outstanding performance; adding \$13,500 in Deferred Supplemental Retirement Compensation in 2023, \$14,500 in 2024, and \$15,500 in 2025; and extending the term to December 31, 2025; and be it further

RESOLVED, That the Transportation Authority hereby increases the Executive Director's compensation for 2023 to \$310,000 effective January 9, 2023.