

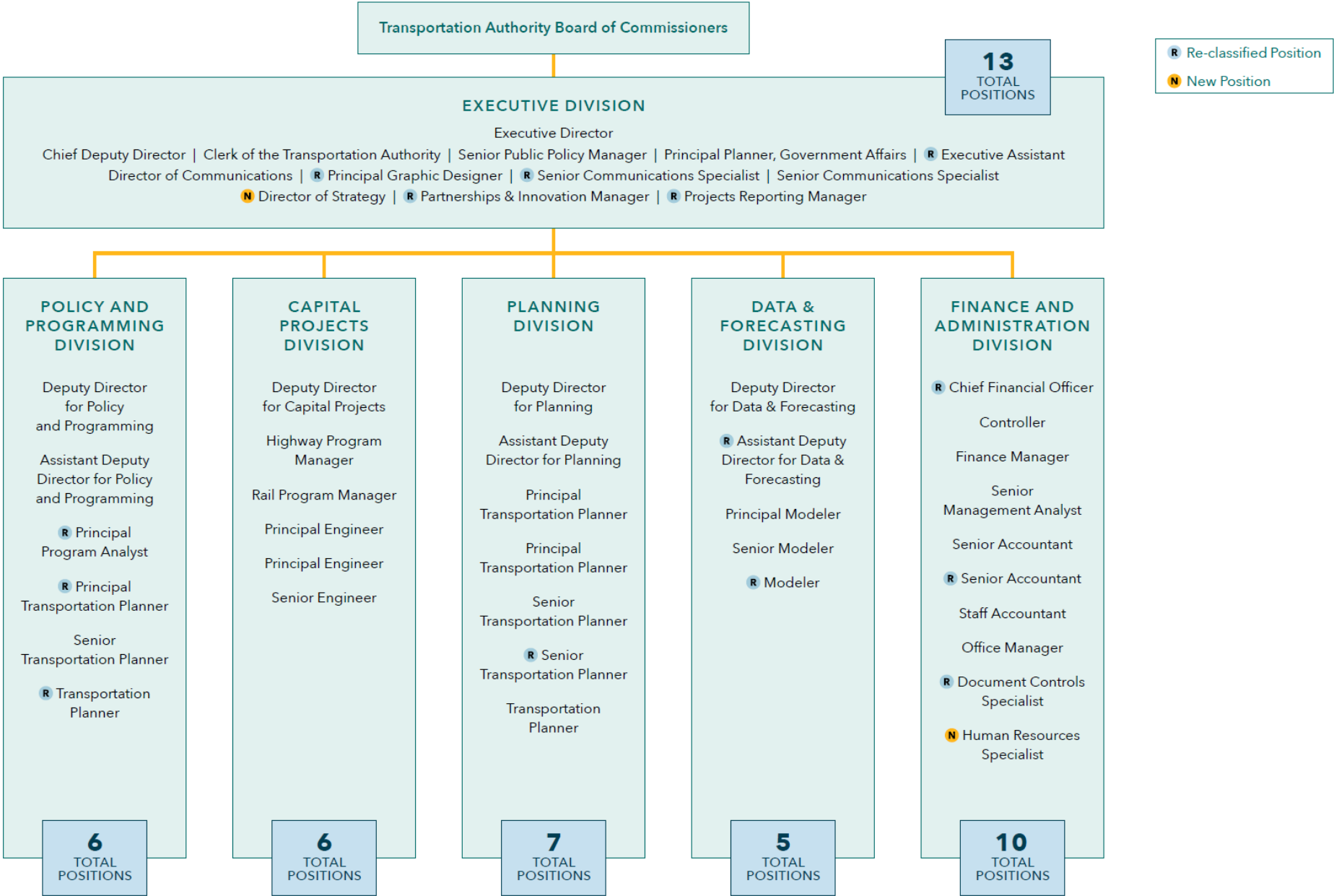
New Job Classifications, Revised Organization Chart, and Revised Salary Structure



San Francisco
County Transportation
Authority

Personnel Committee — Agenda Item 5
December 10, 2025

Recommended Agency Structure: 47 Staff Positions



Comparator Agencies

1. Alameda County Transportation Commission
2. San Francisco Bay Area Rapid Transit District
3. Contra Costa Transportation Authority
4. Golden Gate Bridge, Highway & Transportation District
5. Metropolitan Transportation Commission
6. Orange County Transportation Authority
7. SFMTA / City and County of San Francisco
8. Santa Clara Valley Transportation Authority

Salary Survey Findings and Recommended Salary Range Revisions

1. Data & Forecasting (formerly TD&A) Division – 12% to 13%
2. Capital Projects Division – 4% to 19%
3. Planning Division – 8% to 19%
4. Policy & Programming Division – 8% to 19%
5. Executive Division – 7% to 19%
6. Finance & Administration Division – 11% to 19%

Recommendations: 9 New Job Classifications

1. Assistant Deputy Director for Data & Forecasting
2. Chief Financial Officer
3. Director of Strategy
4. Document Controls Specialist
5. Executive Assistant
6. Human Resources Specialist
7. Partnerships & Innovation Manager
8. Principal Graphic Designer
9. Projects Reporting Manager

Thank you.

Any questions?

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