



DRAFT MINUTES

San Francisco County Transportation Authority

Wednesday, December 10, 2025

1. Roll Call

Chair Melgar called the meeting to order at 10:05 a.m.

Present at Roll Call: Commissioners Mandelman, Melgar, and Sauter (3)

Absent at Roll Call: (0)

2. Approve the Minutes of the September 15, 2025 Meeting - ACTION

Commissioner Mandelman moved to approve the minutes.

There was no public comment.

The minutes were approved without objection by the following vote:

Ayes: Commissioners Mandelman, Melgar and Sauter (3)

Absent: (0)

3. [CLOSED SESSION] Evaluate Public Employee Performance and Recommend Approval of the Executive Director's Performance Objectives for 2026 - ACTION

There was no public comment.

Chair Melgar called the closed session to order.

Chair Melgar reconvened the meeting in open session and asked for roll call:

Present: Commissioners Mandelman, Melgar, and Sauter (3)

Absent at Roll Call: (0)

Chair Melgar reported the Committee met in closed session and the Committee evaluated the Executive Director's performance and recommended approval of the Executive Director's Performance Objectives for 2026.

4. Recommend Adoption of the Revised Salary Structure, Amendment of the Existing Employment Agreement, and Setting the Annual Compensation for the Executive Director for 2026 - ACTION

Chair Melgar reported that based on Executive Director Chang's performance rating, the committee recommended setting a revised salary structure range between \$287,618 and \$391,801 and amending the existing employment agreement expiration from December 31, 2025, to December 31, 2028. She continued by stating that the committee recommended setting the Executive Director's annual compensation for 2026 in the amount of \$353,996.

There was no public comment.



Commissioner Mandelman moved to approve the item.

The item was approved without objection by the following vote:

Ayes: Commissioners Mandelman, Melgar, and Sauter (3)

Absent: (0)

5. Recommend Adoption of 9 New Job Classifications, Revised Organization Chart, and Revised Salary Structure - ACTION*

Item 5 was deferred to a later meeting due to time constraints.

Other Items

6. Introduction of New Items - INFORMATION

There were no new items introduced.

7. Public Comment

There was no public comment.

8. Adjournment

The meeting was adjourned at 2:42 p.m.