



**San Francisco
County Transportation
Authority**

PC022326

RESOLUTION NO. 26-40

RESOLUTION ADOPTING A REVISED SALARY STRUCTURE, AMENDING THE EXISTING EMPLOYMENT AGREEMENT AND SETTING THE ANNUAL COMPENSATION FOR THE EXECUTIVE DIRECTOR FOR 2026

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 7, 2022, through Resolution 23-25, the Board amended the employment agreement with Tilly Chang to extend the term of the agreement to December 31, 2025; and

WHEREAS, Through Resolution 23-25, the Board also adopted a revised salary structure which changed the salary range for the Executive Director position to \$239,682 - \$326,501, 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 10, 2025, the Personnel Committee met and extensively considered the Executive Director's performance and other factors; and

WHEREAS, On February 23, 2026, the Personnel Committee met, and after further consideration of the Executive Director's performance and other factors, recommended adopting \$298,015 - \$395,066 as the revised salary structure; and amending the employment agreement to extend the term until December 31, 2026; now, therefore, be it further

RESOLVED, That the Transportation Authority hereby adopts a revised salary structure of \$298,015 - \$395,066 for the Executive Director; and be it further

RESOLVED, That the Transportation Authority hereby sets the Executive Director's compensation for 2026 at \$365,930, effective March 16, 2026; and be it



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further

RESOLVED, That the Transportation Authority hereby amends the employment agreement to extend the term until December 31, 2026.



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The foregoing Resolution was approved and adopted by the San Francisco County Transportation Authority at a regularly scheduled meeting thereof, this 10th day of March 2026, by the following votes:

Ayes: Commissioners Chan, Chen, Dorsey, Fielder, Mahmood, Melgar, Sauter, and Wong (8)

Absent: Commissioners Mandelman, Sherrill, and Walton (3)

DocuSigned by:
Myrna Melgar 3/10/2026
C3882B7D674248C...
Myrna Melgar Date
Chair

ATTEST: DocuSigned by:
Tilly Chang 3/12/2026
FFD2528AB8BE49B...
Tilly Chang Date
Executive Director