



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



further

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