



RESOLUTION SETTING THE ANNUAL COMPENSATION FOR THE EXECUTIVE
DIRECTOR FOR 2025

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 19, 2024, the Personnel Committee met, and after extensive consideration of the Executive Director's performance and other factors, recommended setting the Executive Director's compensation for 2025 at \$322,400; now, therefore, be it further

RESOLVED, That the Transportation Authority hereby sets the Executive Director's compensation for 2025 at \$322,400, effective March 3, 2025.