



RESOLUTION RATING THE PERFORMANCE OF THE EXECUTIVE DIRECTOR FOR 2014 AND ADOPTING THE EXECUTIVE DIRECTOR'S PERFORMANCE OBJECTIVES FOR 2015

WHEREAS, On September 24, 2013, through Resolution 14-24, the Board appointed Tilly Chang as Executive Director effective October 1, 2013; and

WHEREAS, The Transportation Authority's Administrative Code establishes that that the Personnel Committee (Committee) shall conduct an employee performance evaluation of the Executive Director by December 31 of each year for the Executive Director's work performance for the current year; and

WHEREAS, Board-adopted procedures require that the record of accomplishments be tracked against Board-established objectives for the Executive Director, for the annual period being evaluated; and

WHEREAS, The Committee shall evaluate the Executive Director's performance annually based on mutually agreed upon objectives; and

WHEREAS, On December 2, 2014, the Personnel Committee conducted the performance evaluation according to the adopted format and procedures; and

WHEREAS, The Board-adopted evaluation worksheet allows for ratings of Outstanding, Exceptionally Good, Very Good, Satisfactory and Needs Improvement; and

WHEREAS, The Personnel Committee considered the key accomplishments and issues relative to the Executive Director's performance during 2014 and recommended a rating of Exceptionally Good, reflecting its perception of the performance of the Executive Director against Board-established objectives for 2014; and

WHEREAS, The proposed Executive Director objectives for 2015, contained in



Attachment 1, are consistent with the annual Work Program adopted by Transportation Authority Board on May 20, 2014 through Resolution 14-74 as part of the budget; and

WHEREAS, On December 2, 2014, the Committee reviewed and unanimously recommended approval of the proposed Executive Director objectives for 2015 (Attachment 1); now, therefore, be it

RESOLVED, That the Transportation Authority hereby rates the performance of the Executive Director during 2014 as Exceptionally Good; and be it further

RESOLVED, That the Transportation Authority hereby adopts the attached objectives for the Executive Director for 2015 (Attachment 1).

Attachment:

1. Executive Director Objectives 2015



The foregoing Resolution was approved and adopted by the San Francisco County Transportation Authority at a regularly scheduled meeting thereof, this 27th day of January, 2015, by the following votes:

Ayes: Commissioners Avalos, Breed, Campos, Christensen, Cohen, Mar, Tang, Wiener and Yee (9)

Nays: (0)

Absent: Commissioners Farrell and Kim (2)

Scott Wiener 1/28/15

Scott Wiener
Chair

Date

ATTEST:

Tilly Chang 2/5/15

Tilly Chang
Executive Director

Date



Proposed Objectives for 2015 for Tilly Chang, Executive Director

The purpose of this section is to establish tangible parameters against which the Board may be able to assess the Executive Director's performance during 2015.

I. Advance Key Work Program Activities
<p><i>Planning Activities</i></p> <ol style="list-style-type: none"> 1. Conduct planning coordination work for San Francisco Transportation Plan (SFTP) Update and submit prioritized consensus list of projects to Metropolitan Transportation Commission (MTC)/Association of Bay Area Governments (ABAG) for 2017 Regional Transportation Plan/Sustainable Communities Strategy (RTP/SCS) call for projects 2. Certify Geary Corridor Bus Rapid Transit (BRT) Environmental Impact Report/Statement (EIR/EIS) 3. Establish Treasure Island Mobility Management Agency governance and adopt Treasure Island Mobility Planning/Policy Study; address equity concerns 4. Adopt Freeway Corridor Management Study (FCMS) Vision and advance FCMS planning study 5. Conduct proposed Bay Area Rapid Transit (BART) Station Mobile Incentives Pilot 6. Prepare SFTP background papers on San Francisco travel trends and characteristics, and new revenue measures 7. Conduct modeling for Transportation Authority and external partners
<p><i>Fund Programming and Administrative Activities</i></p> <ol style="list-style-type: none"> 1. Administer Prop K sales tax and other fund programs 2. Support San Francisco Municipal Transportation Agency (SFMTA) in delivering near term Geary Corridor improvements, oversee design of BRT project 3. Develop full funding plan for Caltrain Electrification (revised memorandum of understanding) 4. Administer Lifeline Transportation Program, coordinate and support San Francisco's response to other calls for projects 5. Revise Prop K Strategic Plan financial model to better support debt management 6. Continue to closely manage debt program (Commercial Paper) 7. Secure continued clean audit(s)
<p><i>Capital Project Delivery and Oversight Activities</i></p> <ol style="list-style-type: none"> 1. Oversee Presidio Parkway substantial completion 2. Complete Folsom Street Off-ramp Realignment Project 3. Prepare Yerba Buena Island West-Side Ramps Bridges Retrofit Project for bid 4. Oversee Transbay Transit Center project and confirm Caltrain Downtown Extension project and delivery strategy; strengthen funding plan 5. Support Van Ness BRT project final design and procurement

Attachment 1

II. Board Support, Project Reporting and Consultation
<ol style="list-style-type: none">1. Check in regularly with Chair and Board members to seek guidance and input2. Help staff regional roles MTC, ABAG, Air District, BART, TJPA, Caltrain and other bodies as needed3. Staff ongoing Vision Zero Committee meetings4. Serve (Executive Director) on Association of Bay Area Governments Regional Planning Committee5. Complete proposed Strategic Analysis Report on Improved Access to West Side Transit Hubs (pending Authority Board scope approval)
III. Promote Efficiency and Customer Service
<ol style="list-style-type: none">1. Enhance Prop K Portal to increase functionality for sponsors and staff2. Continue to work with sponsors to further streamline grant allocation and administration, e.g. more user-friendly allocation request form, quarterly progress reports, reduced invoicing frequencies and bundling funding requests for smaller projects.3. Hire Planner in Technology, Data and Analysis Division; consider additional staff hires to support model service bureau.4. Improve MyStreetSF.com with enhanced feedback features
IV. Collaborate and Coordinate with Partner Agencies
<ol style="list-style-type: none">1. Continue to partner and coordinate on revenue, legislative and policy advocacy2. Confirm and support Caltrain/High-Speed Rail (HSR) compatibility3. Advocate for efficient and performance-based state fund program guidelines4. Collaborate with city and regional agencies on SFTP update and input to RTP/SCS update5. Continue to deliver Waterfront Assessment, Geneva-Harney BRT, Transit Core Capacity6. Continue to provide technical assistance on Transit Sustainability Project, Better Market Street, Railyard/Boulevard Study and 19th Avenue / M-Line Transit Corridor Project.7. Continue to participate in city legislative coordination and capital funding working groups
V. Provide Leadership at Regional/State Levels
<ol style="list-style-type: none">1. Actively participate in regional policy discussions at MTC and ABAG to shape the 2017 Plan Bay Area Update, working effectively on cross-county initiatives, build alliances between Big 3 cities2. Provide technical support to Caltrans Road User Charge pilot effort3. Coordinate legislation with SHCC, MTC; co-lead with CMAs4. Seek authority for alternative project delivery, e.g. CM/GC as warranted5. Track and help shape statewide and regional managed lanes policies

Attachment 1

VI. Build Awareness of Transportation Authority Programs and Opportunities

1. Continue neighborhood ad/communications campaign
2. Complete agency-wide communications assessment and branding strategy
3. Update website
4. Launch 25th anniversary activities
5. Continue to regularly meet with civic groups, media, community-based organizations, neighborhood groups
6. Continue Disadvantaged Business Enterprise (DBE) outreach efforts and workforce supportive programs (CityBuild)
7. Consider new policies per SFMTA DBE market size study (pending)
8. Implement workforce trainings, DBE contracting for Quint Bridge project/Quint Connector Road, assess lessons learned to inform future agency policies and procedures

VII. Agency/Staff Development

1. Continue filling new positions as funds become available
2. Continue to coach and mentor staff
3. Conduct project management trainings, potentially jointly with SFMTA
4. Continue updating policies and procedures, including integration with enterprise resource planning