

SAN FRANCISCO  
MUNICIPAL TRANSPORTATION AGENCY  
BOARD OF DIRECTORS

RESOLUTION No. 250304-018

WHEREAS, The Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA) has the duty under San Francisco Charter Section 8A.102(c)(1) to appoint a Director of Transportation who shall serve at the pleasure of the Board; and,

WHEREAS, Charter Section 8A.102(c)(1) requires that the Director of Transportation be employed pursuant to an individual employment contract; and,

WHEREAS, On December 12, 2024, former Director of Transportation Jeffrey Tumlin announced he would not seek renewal of his contract and would be leaving the SFMTA when his contract expired on December 31, 2024; and,

WHEREAS, On December 31, 2024, former Director of Transportation Jeffrey Tumlin appointed Julie Kirschbaum as Acting Director of Transportation until such time as the Board of Directors appointed a permanent Director of Transportation; and

WHEREAS, A survey was conducted that identified chief executive officers' compensation at public transportation systems that most closely resemble the SFMTA in size, mission and complexity; and,

WHEREAS, On February 27, 2025, The SFMTA, under authority delegated by the Planning Department, determined that approving an employment contract for the Director of Transportation is not defined as a "project" under the California Environmental Quality Act (CEQA) pursuant to Title 14 of the California Code of Regulations Sections 15060(c) and 15378(b); and,

WHEREAS, A copy of the CEQA determination is on file with the Secretary to the SFMTA Board of Directors, and is incorporated herein by reference; and,

RESOLVED, That the San Francisco Municipal Transportation Agency Board of Directors does hereby appoint Julie Kirschbaum to the position of Director of Transportation of the San Francisco Municipal Transportation Agency, effective March 1, 2025; and be it further

RESOLVED, That the San Francisco Municipal Transportation Agency Board of Directors approves the execution of an employment agreement with Julie Kirschbaum that includes the following key terms: a term ending on March 1, 2030, annual base compensation in the amount of \$425,000 with a retroactive salary adjustment from January 1, 2025, benefits equivalent to specified benefits provided to members of the Executive Management bargaining unit under the 2024-2027 Memorandum of Understanding between the Municipal Executives Association and the SFMTA (MEA MOU) including specified wage increases, and nine months severance pay and compensation for nine months of employee's health care benefits if the Board terminates the employment agreement for convenience, subject to the limitations in Government Code Section 53260.

I certify that the foregoing resolution was adopted by the San Francisco Municipal Transportation Agency Board of Directors at its meeting of March 4, 2025.



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Secretary to the Board of Directors  
San Francisco Municipal Transportation Agency