

HONORING KAREN CHANG UPON HER RETIREMENT

WHEREAS, Karen Chang will retire on August 29, 2025, concluding a distinguished career of more than 33 years in finance, spanning both the public and private sectors, and exemplifying the highest standards of professionalism, integrity, and service; and

WHEREAS, Karen holds a Bachelor's degree in Accounting and Finance and is a Certified Public Accountant, bringing to her work a strong technical foundation and deep commitment to fiscal responsibility; and

WHEREAS, her public service career has included distinguished financial leadership roles with the cities of Pittsburg, Pleasanton, and San Leandro, where she demonstrated exceptional fiscal stewardship and organizational excellence; and

WHEREAS, in June 2022, Karen joined the City of South San Francisco as its Director of Finance, overseeing a 16-member Finance Department responsible for treasury, budget, audit, and compliance functions, and managing the City's \$385 million combined operating and capital improvements budgets; and

WHEREAS, during her tenure, the City of South San Francisco maintained its AAA credit rating, reflecting the City's strong fiscal health, sound budgetary practices, and strategic long-term planning; and

WHEREAS, under her leadership, the City continued to earn national recognition from the Government Finance Officers Association, including the Certificate of Achievement for Excellence in Financial Reporting and the Distinguished Budget Presentation Award beginning in FY 2023-24; and

WHEREAS, Karen led significant initiatives to modernize the City's financial operations, including revamping the budget process, increasing interdepartmental collaboration, and advancing the modernization of the business license tax structure, resulting in overwhelming voter approval of Measure W in November 2024; and

WHEREAS, she maintained the City's long-term financial forecast, provided regular updates on pension and post-employment benefit (OPEB) liabilities, identified funding sources for strategic initiatives such as the future enterprise resource planning (ERP) system, and oversaw competitive procurement processes for key professional services.

WHEREAS, Karen's steady guidance, collaborative leadership, and dedication have contributed significantly to the City's resilience, financial stability, and ability to provide high-quality services to its residents.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of South San Francisco, and community hereby recognizes and commends Karen Chang for her exemplary service and achievements and extends its heartfelt gratitude and best wishes for a fulfilling and well-earned retirement.

Eddie Flores, Mayor, District 5

Mark Addiego, Vice Mayor, District 1

James Coleman, Councilmember, District 4

Mark Nagales, Councilmember, District 2

Buenafior Nicolas, Councilmember, District 3

Dated: August 27, 2025