



Central Texas Regional
Mobility Authority

AGENDA ITEM #20 SUMMARY

Approve an amended Employment Agreement for the Executive Director, including compensation and other contract terms.

Approve an amended Employment Agreement for the Executive Director, including compensation and other contract terms.

Department: Board of Directors

Associated Costs: None

Funding Source: None

Board Action Required: YES

Description of Matter:

Annual performance review for the Executive Director.

Attached documentation for reference:

Draft Resolution

**GENERAL MEETING OF THE BOARD OF DIRECTORS
OF THE
CENTRAL TEXAS REGIONAL MOBILITY AUTHORITY**

RESOLUTION NO. _____

Amendment to Executive Director Contract

WHEREAS, the Central Texas Regional Mobility Authority (“CTRMA”) was created pursuant to the request of Travis and Williamson Counties and in accordance with provisions of the Transportation Code and the petition and approval process established in 43 Tex. Admin. Code § 26.1, *et. seq.* (the “RMA Rules”); and

WHEREAS, the Board of Directors of the CTRMA has been constituted in accordance with the Transportation Code and the RMA Rules; and

WHEREAS, after a thorough process the CTRMA Board of Directors selected Mike Heiligenstein to serve as the CTRMA’s Executive Director; and

WHEREAS, pursuant to Resolution No. 06-02, dated January 10, 2006, the Board of Directors approved entry into an employment contract with Mike Heiligenstein (the “ED Contract”) related to his employment as the CTRMA Executive Director; and

WHEREAS, pursuant to Resolution No. 09-60, dated August 26, 2009, the Board of Directors approved certain changes to the ED Contract and authorized execution of an Amended and Restated ED Contract reflecting those changes; and

WHEREAS, pursuant to Resolution No. 10-85.2, dated August 25, 2010, the Board of Directors approved an amendment to the Amended and Restated ED Contract to provide for an increase in compensation and payment of a bonus; and

WHEREAS, the Amended and Restated ED Contract provides for review of the Executive Director’s performance and compensation on or about every anniversary of the Amended and Restated ED Contract and at such other times as agreed upon by the parties thereto; and

WHEREAS, the Board of Directors has reviewed the Executive Director’s performance and has concluded that he has served the CTRMA well; and

WHEREAS, based on their evaluation of the Executive Director’s performance, the Board of Directors has determined that the Executive Director’s performance merits an increase in compensation and payment of a bonus and that the Amended and Restated ED Contract should be amended to reflect those changes, along with the additional changes in contract terms summarized in Attachment “A”.

NOW THEREFORE, BE IT RESOLVED, that the Board of Directors of the CTRMA hereby approves the changes to the Executive Director’s compensation and benefits summarized in Attachment “A”; and

BE IT FURTHER RESOLVED, that the Board of Directors authorizes the Chairman to execute an amendment to the Amended and Restated ED Contract incorporating the changes summarized in Attachment “A”.

Adopted by the Board of Directors of the Central Texas Regional Mobility Authority on the 7th day of December, 2011.

Submitted and reviewed by:

Approved:

Andrew Martin
General Counsel for the Central
Texas Regional Mobility Authority

Ray A. Wilkerson
Chairman, Board of Directors
Resolution Number _____
Date Passed 12/07/11