

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

RESOLUTION NO. 18-069

**EXECUTIVE DIRECTOR COST OF LIVING
AND PERFORMANCE PAYMENT**

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, Mike Heiligenstein has served as the CTRMA’s Executive Director since 2004; and

WHEREAS, since that time the Board of Directors has approved various forms of, and revisions to, an employment agreement with the Executive Director; and

WHEREAS, pursuant to Resolution No. 17-070, dated December 13, 2017, the Board of Directors approved a revised form of the Executive Director’s employment agreement (the “2018 ED Contract”) incorporating contract terms approved by the Board of Directors in Resolution No. 17-070; and

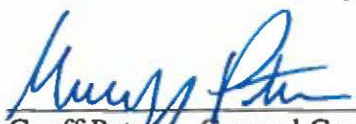
WHEREAS, Section 4.3 of the 2018 ED Contract provides for a cost of living and performance payment in an amount set forth by the 2018 ED Contract prior to the first anniversary of the contract’s effective date and as determined at the discretion of the Board of Directors thereafter; and

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

NOW THEREFORE, BE IT RESOLVED, that the Board of Directors of the CTRMA hereby approves payment of fourteen point nine percent (14.9%) of the Executive Director’s 2019 base salary as a cost of living and performance payment to the Executive Director.


Adopted by the Board of Directors of the Central Texas Regional Mobility Authority on the 11th day of December, 2018.

Submitted and reviewed by:



Geoff Petro, General Counsel

Approved:



Ray A. Wilkerson
Chairman, Board of Directors

Exhibit A

The Central Texas Regional Mobility Authority commits to implement the following measures recommended by the Capital Area Council of Governments (CAPGOG):

Tier-1 Measures

- Promote awareness of air quality and reduce residents' exposure when air pollution levels are high:
 - Educate employees about regional air quality.
 - Encourage employees to sign up for daily air quality forecasts and Ozone Action Day alerts.
- Reduce air pollution from the use of personal vehicles, including:
 - Encourage energy conservation.
 - Encourage employees to take low-emission modes of transportation, such as carpooling, vanpooling, transit, biking, and walking.
 - Encourage employees to telecommute at least once a week.
 - Encourage flexible work schedules to minimize ozone emissions during peak traffic period.
- Reduce air pollution from the use of fleet/commercial vehicles and equipment, including:
 - Educate fleet users on driving and equipment operation practices that reduce nitrogen oxide emissions.

Tier-2 Measures

- Measures to reduce air pollution from the use of fleet/commercial vehicles and equipment, particularly those associated with new roadway construction and ongoing operations, including:
 - Continue to monitor "green" construction and contracting policies to lower nitrogen oxide and ozone emissions.

Other Measures:

- Pursue studies to quantify the emissions and fuel consumption impacts of CTRMA facilities and mode shifts to inform decision on project implementation and operations.

The Executive Director shall implement these measures in support of the new regional air quality plan and will report on the implementation of these and other measures supportive of the region's air quality goals annually to CAPCOG and the Central Texas Regional Mobility Authority Board of Directors.