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## Alameda Corridor Transportation Authority

July 21, 2022

<b>To:</b>	Governing Board
<b>From:</b>	Kevin L. Scott, Chief Financial Officer
<b>Subject:</b>	<i><b>DISCUSS AND APPROVE Proposed Adjustments to the ACTA Chief Executive Officer Salary and Benefits Package (JPA Resolution JPA No. 22-14)</b></i>

### Recommendation:

The Governing Board conducted a performance evaluation for the Chief Executive Officer in closed session at its meeting held on July 21, 2022. The Governing Board will discuss and vote in open session on merit and/or cost-of-living adjustments to the CEO salary and benefits package, and the effective dates for any approved adjustments.

### Discussion:

The Governing Board appointed Mike Leue as Chief Executive Officer (CEO) at its meeting held on March 12, 2020. The Governing Board conducted its first performance evaluation for Mr. Leue in closed session during its July 21, 2022 meeting, and this open session item is the first review of the CEO's compensation package since his appointment.

The CEO's current compensation includes an annual salary of \$290,000 and an annual automobile allowance of \$5,400. ACTA's Publicly Available Pay Schedule for the CEO salary is a minimum of \$214,207 and maximum \$319,044 per annum. As part of the annual budget for FY 2022-2023, the Governing Board included a salary budget increase of 7.5% for officers' salaries, based on the Governing Board's approval of staff salary budget increases of 3% and 4.5%, respectively, during the past two years.

The Governing Board may discuss in open session modifications to the CEO's annual salary through merit and/or a cost-of-living adjustments, and vote on any motions made by board members resulting from such discussions. The Governing Board may also discuss and vote on an adjustment to the CEO's annual automobile allowance. The effective dates for any adjustments should be included in the proposed motions for approval. A draft resolution for adjustments to the CEO's salary and automobile allowance is set forth in Transmittal 1.



**Budget Impact:**

ACTA's approved FY23 annual budget included a 7.5% increase for ACTA officer salaries. The Governing Board may approve up to a 7.5% increase for the CEO's current salary for merit and/or cost-of-living adjustments without impacting the Governing Board approved FY23 annual budget. If the Governing Board approves a salary adjustment through merit and/or cost-of-living increases exceeding a cumulative amount of 7.5%, then the Governing Board shall be required to approve an amendment to the FY23 budget.

The Governing Board may also approve up to a 7.5% increase for the CEO's current automobile allowance without impacting the approved FY23 annual budget. If the Governing Board approves an adjustment to automobile allowance exceeding 7.5%, then the Governing Board shall be required to approve an amendment to the FY23 budget.

**Co-General Counsel Review:**

ACTA's Co-General Counsel has reviewed this Board Report and there are no legal issues at this time.

Transmittals:

Transmittal 1 – Resolution No. JPA 22-14