



COMMONWEALTH of VIRGINIA

Virginia Passenger Rail Authority Board

Jennifer L. Mitchell
Chairperson

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RESOLUTION OF THE VIRGINIA PASSENGER RAIL AUTHORITY BOARD

February 1, 2022

MOTION

Made By: Victor Cardwell Seconded By: Sharon Bulova

Action: Motion carried, unanimously

Title: Authorization for Compensation to Director of Engineering and Construction and Long Bridge Project Manager

WHEREAS, Section 33.2-290(A) of the Code of Virginia requires the Board to employ an Executive Director and to fix his compensation at a level that will enable the Virginia Passenger Rail Authority (“VPRA”) to attract and retain a capable Executive Director; and

WHEREAS, Section 33.2-290(B) of the Code of Virginia permits the VPRA Executive Director to employ or retain VPRA employees subordinate to the Executive Director as may be necessary, subject to the Board’s approval; and

WHEREAS, under Section 3.4.2 of VPRA’s BYLAWS, the Board has delegated to the VPRA Executive Director the authority to employ or retain subordinate employees, reporting to the VPRA Executive Director and to fix their duties and functions, which duties and functions shall be approved by the Board; and

WHEREAS, it is critical to the mission of the VPRA to successfully deliver various large design and construction projects as part of the Transforming Rail in Virginia initiative, including the Long Bridge Project; and

WHEREAS, to support these efforts, VPRA now desires to hire a (i) Director of Engineering and Construction, and (ii) Long Bridge Project Manager, each of which will require highly-qualified individuals with in-demand skills; and

WHEREAS, based on in-depth market research conducted on behalf of VPRA, there is a limited number of potential candidates for each position and to attract ideal candidates to fill these

critical positions (and in lieu of utilizing private consultants) VPRA will need to offer competitive compensation based on the current market conditions, including compensation that may be higher than that paid to the VPRA Executive Director; and

WHEREAS, when the Board initially set the compensation of the VPRA Executive Director and delegated the authority to hire subordinate employees, it was not anticipated that any VPRA employee compensation would exceed the compensation paid to the VPRA Executive Director.

NOW THEREFORE, BE IT RESOLVED, that the Board hereby authorizes the VPRA Executive Director to hire a (i) Director of Engineering and Construction, and (ii) Long Bridge Project Manager, and as needed in the discretion of the VPRA Executive Director to attract ideal candidates, to offer to such employees compensation that exceeds the current compensation paid to the VPRA Executive Director, *provided however*, that no such offer shall exceed 1.5 times the compensation of the VPRA Executive Director without the prior approval of the Chairperson of VPRA's Personnel and Compensation Committee.

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