

• **Board of Directors**  
**Executive Committee**

November 19, 2002 Board Meeting

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**12-1**

**Subject**

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General Counsel Evaluation and Compensation Recommendation

**Description**

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On October 22, 2002, the Executive Committee reviewed and has recommended a final six-month evaluation rating and compensation recommendation for the General Counsel (**Attachment 1**).

In the evaluation by the Executive Committee, it was determined the General Counsel performed at an “above expectation” level and has earned the full support of the Board. It was also the recommendation of the Executive Committee to award the General Counsel, following deliberation between the Board’s Chair and General Counsel, a salary increase.

As a result, the General Counsel flat salary rate of \$165,000 increases by \$15,000 to a total of \$180,000 effective November 1, 2002. The General Counsel is also eligible to participate in the existing Pay-for-Performance program.

At this time the Board may approve, reject, or modify the Executive Committee’s recommendation.

**Policy**

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Department Head Evaluation and Compensation

**Board Options/Fiscal Impacts**

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**Option #1**

Approve as recommended by the Executive Committee

**Fiscal Impact:** \$15,000 salary increase for the General Counsel

**Option #2**


Reject recommendation of the Executive Committee

**Fiscal Impact:** None

**Staff Recommendation**

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Option #1

  
Phillip J. Pace  
Chairman of the Board

11/4/2002  
Date

**Attachment 1 – Performance Rating and Compensation Recommendation**

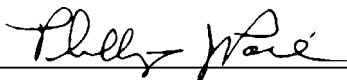
**PERFORMANCE RATING AND COMPENSATION RECOMMENDATION**

Department Head Name:	Jeffrey Kightlinger
Title:	General Counsel
Recommended Evaluation Rating:	Above expectation
Recommended compensation:	Flat rate of \$180,000 effective November 1, 2002

**Committee's Findings:**

In the evaluation by the Executive Committee, it was determined the General Counsel performed at an "above expectation" level and has earned the full support of the Board. It is also the recommendation of the Executive Committee to award the General Counsel a \$15,000 increase in his flat rate salary to \$180,000 effective November 1, 2002, for successful completion of the first six-months in this position.

Recommendation Approved by:



*Phillip J. Pace*  
*Chairman of the Board*

11/4/2002

*Date*