



# ***BRA Management***

***Presented by  
Director Carolyn Johnson  
Chair, Executive Compensation and  
Evaluation Committee***



**“WHEREAS**, the General Manager/CEO has consistently performed in an exemplary manner;

**WHEREAS**, the Board of Directors of the Brazos River Authority desires to amend the General Manager/CEO’s contract to conform with the Brazos River Authority’s methods of annually adjusting compensation for all employees;

**WHEREAS**, Brazos River Authority employee base compensation is subject to an annual Employment Cost Index adjustment, at the discretion of the Board of Directors;

**WHEREAS**, the Board of Directors, in its discretion, establishes an annual performance-based merit pay budget for employees, which is calculated as a percentage of total payroll; and



**WHEREAS**, the Board of Directors desires that the General Manager/CEO be subject to the same annual, discretionary base salary adjustments as all other Brazos River Authority employees.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Directors hereby instructs Staff to submit a letter to the Legislative Budget Board, in accordance with Texas Government Code §669.003, notifying the Legislative Budget Board of the Brazos River Authority Board of Directors' intent to vote, in its next regularly scheduled Board meeting, on an amendment to the General Manager/CEO's contract providing for an annual cost of living adjustment and the opportunity to receive an annual merit pay increase, in accordance with the Brazos River Authority's methods of annually adjusting compensation for all Brazos River Authority employees; and



**BE IT FURTHER RESOLVED** that the contract amendment shall provide for the following:

- 1) if the Board of Directors authorizes an Employment Cost Index compensation adjustment (or similar cost of living adjustment) for Brazos River Authority employees in a given year, the General Manager/CEO's Base Salary shall be likewise adjusted; and
- 2) if the Board of Directors authorizes an employee merit pay budget in a given year and the Board of Directors determines that the General Manager/CEO's performance warrants a merit pay increase, the General Manager/CEO's Base Salary shall be increased by the same percentage used to calculate the employee merit pay budget."



**Brazos  
River  
Authority**