



ITEM ID: 2025-315-0

TRANSMITTAL DATE: September 19, 2025

MEETING DATE: September 26, 2025

TO: Board of Directors

FROM: Alberto Lara, Chief People Officer

SUBJECT: Fourth Amendment to the At-Will Employment Agreement of Chief Executive Officer

Issue

Approval is needed to execute the Fourth Amendment to the At-Will Employment Agreement for the Chief Executive Officer, Darren Kettle.

Recommendation

It is recommended that the Board approve the Fourth Amendment to the Agreement for the CEO, Darren Kettle.

Background

CEO Darren Kettle began his employment with the Authority on September 7, 2021, which is the effective date of his Agreement. This Agreement reflected a three-year term until September 7, 2024. On May 24, 2024, the Board authorized the Authority to extend CEO Darren Kettle's Agreement for five (5) years through September 7, 2029.

In accordance with the Agreement, the Board shall provide an annual performance evaluation. Any changes to Mr. Kettle's compensation based on the annual performance review is within the sole discretion of the Board.

Discussion

Based on the CEO's performance review conducted on May 23, 2025, June 27, 2025, and July 25, 2025, it is recommended that effective May 25, 2025, the Board authorize the

Authority to pay CEO Darren Kettle an annual base salary of Four Hundred One Thousand Two Hundred and Fifty Dollars (\$401,250) on a pro-rata bi-weekly basis. The base salary shall be payable as current salary subject to all applicable withholdings and deductions and at the same time all other Authority employees are paid.

The above term is reflected in the Fourth Amendment to the Agreement found in Attachment A.

Budget Impact

Funding was included in the FY25 and FY26 Operating Budget.

Next Steps

Upon receiving Board approval, the Fourth Amendment to the Agreement will be executed.

Prepared by: Roxanne Randolph, Director, Human Resources

Approved by: Alberto Lara, Chief People Officer

Attachment(s)

[Attachment A - Fourth Amendment to CEO Employment Agreement](#)