



ITEM ID: 2025-123-0

TRANSMITTAL DATE: January 17, 2025

MEETING DATE: January 24, 2025

TO: Board of Directors

FROM: Larry McCallon, Former Metrolink Board Chair
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SUBJECT: Fifth Amendment to At-Will Employment Agreement for General Counsel

Issue

Approval is needed for the Fifth Amendment to the at-will employment agreement for the General Counsel, Don O. Del Rio.

Recommendation

It is recommended that the Board approve the Fifth Amendment to the at-will employment agreement for the General Counsel, Don O. Del Rio.

Strategic Commitment

This report aligns with the Strategic Business Plan commitment of:

- **Modernizing Business Practices:** We will improve our operational efficiency through transparency, objective metrics and streamlined governance, reducing over-reliance on subsidy while bringing our system into a state of good repair and investing in the development of our employees. This report contributes to this goal by ensuring that the Authority awards merit pay to individual employees based on their performance.

Discussion

During the Board closed session on December 13, 2024, the Board evaluated the performance of Mr. Del Rio. As determined, based on his accomplishments and overall

outstanding performance, it is recommended that the Board authorize the Fifth Amendment to the at-will employment agreement for Don O. Del Rio, increasing his base salary by 4.10 percent as shown below:

Current biweekly salary: **\$11,950.84 (\$310,721.84/year)**

New biweekly salary: **\$12,440.82 (\$323,461.32/year)**

The Fifth Amendment to his at-will employment agreement is attached for reference (Attachment A).

Budget Impact

Funding is included in the adopted FY2024-25 Operating Budget.

Prepared by: Roxanne Randolph, Director, Human Resources

Approved by: Larry McCallon, Former Metrolink Board Chair

Attachment(s)

[Attachment A - Fifth Amendment to General Counsel Employment Agreement](#)