



CALIFORNIA HIGH-SPEED RAIL FINAL RESOLUTION #HSRA 25-02

CEO Performance Metrics Criteria

Whereas California Public Utility Code section 185024 requires the Authority to appoint an executive director, exempt from civil service, who shall serve at the pleasure of the Authority, to administer the affairs of the Authority as directed by the Authority, and

Whereas, California Public Utility Code section 185024 requires the Authority to establish the compensation of the executive director, in the amount reasonably necessary, in the discretion of the Authority, to attract and hold a person of superior qualifications, and

Whereas, at the August 8, 2024 Board meeting, the Authority named Mr. Ian Choudri as the executive director and agreed upon the compensation amount the executive director would be paid, and

Whereas, California’s Exempt Salary Schedule provides salary information for positions in the Executive Branch and allows the Board to pay the executive director a \$25,000 recruitment differential based on a set of criteria set by the Board at the end of his first and second years in the position, and.

Whereas, Ian Choudri assumed his position as executive director of the Authority on September 16, 2025, and will be eligible for the \$25,000 payments on September 16, 2025 and September 16, 2026.

Whereas, the Board formed a subcommittee to determine a set of criteria with which to measure the executive director’s performance at the completion of his first year.

Whereas, the Board has considered that criteria and agrees it is the correct way to measure the CEO’s performance at the end of year one.

Therefore,

It is resolved that the Authority will use the following performance metrics to determine whether Ian Choudri has achieved the metrics to the satisfaction of the Authority by the deadlines proposed and therefore whether Ian Choudri will receive a one-time payment equal to \$25,000 at the end of his first year of service:

<u>Management Plan</u>	<u>Date</u>
Revise Organization Chart to identify Authority positions required to advance program development, construction, and train operation of phase 1 of California's HSR system.	2/15/2025
Audit and risk are direct reports to the Board of Directors with functional responsibility to the CEO.	2/25/2025

Successful recruitment and placement of qualified candidates to fill First Tier Positions, to include Risk Management. For those positions requiring Governor's appointments, successful recruitment and placement (as referenced above) shall be achieved upon sending the proposed appointees' names to the governor's office. 6/30/2025

Project and Construction Change Orders

Reduce costs of both pending and anticipated change orders relating to Construction Packages I, 2-3, and 4 as of August 1, 2024, and before Ian Choudri's employment start date. 4/30/2025
The same as above applies to Track and Systems costs for the first 119 miles.

Streamline and Vision

Both streamline and provide a new vision for connecting HSR to CA's north and south population centers; reducing costs and schedules in comparison to what has been depicted in the 2024 Business Plan. 6/1/2025

Financing Alternatives

The CEO will research additional sources of financing California's HSR project and report his findings to the Board of Directors. 6/1/2025

It is further resolved that Ian Choudri will be eligible to receive a one-time payment equal to \$25,000 at the end of his second year of service as the executive director if performance metrics, to be determined by the Authority next year, are achieved to the satisfaction of the Authority.

The Board approves.

Vote: 8-0

Yes: Richards, Miller, Schenk, Camacho, Ghielmetti, Perea, Williams, Escutia

No: N/A

Absent: Cohen

Date: January 23, 2025

o000o