



## **CALIFORNIA HIGH-SPEED RAIL** **BOARD RESOLUTION #HSRA 26-01**

### **CEO Performance Criteria (Year Two)**

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

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

**Whereas**, at the August 8, 2024 Board meeting, the Board 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, was previously deemed eligible for the first \$25,000 payment, and will become eligible for the second payment on 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 second 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 two.

**Therefore, it is resolved** the Authority will use the following performance criteria to determine whether Ian Choudri has performed in his position to the satisfaction of the Authority and therefore whether he will receive a one-time payment equal to \$25,000 at the end of his second year of service:

<b>Legislative and Administrative Actions</b>
Actively support the progress of the following legislative and administrative actions: <ul style="list-style-type: none"><li>• Utility Relocation Streamlining/Third-Party Management</li><li>• Prioritized System for Right-Of-Way Court Cases</li><li>• Boosting Land Use Authority &amp; Value Capture Mechanisms</li><li>• CEQA Exemption for Clean Power Facilities</li><li>• Additional Funding/SB 198 Modifications</li><li>• State Sales Tax Exemption for Cost Optimization</li><li>• Encroachment Permitting Authority</li></ul>

<b>Procurements and Requests for Expression of Interest</b>
Ensure all possible steps are taken to conclude/advance the following procurements and RFEI: <ul style="list-style-type: none"><li>• Trainsets bid evaluation conclusion</li><li>• Track and Systems award</li><li>• Private Sector Partner/Co-Development Agreement award</li><li>• Civil Works Design-Build contracts for 171 miles</li><li>• Release Clean Energy RFEI</li><li>• Launch Clean Energy P3 Request for Proposal</li><li>• Finalize acquisition of all remaining necessary parcels</li></ul>
<b>Construction Milestones</b>
<ul style="list-style-type: none"><li>• Prioritize actions to (1) conclude CP1 and CP2-3 by the end of 2026, and (2) complete all remaining civil works structures.</li><li>• Railhead prepared to receive first materials.</li><li>• Complete remaining guideway mileage.</li><li>• Initiate track laying between Madera and Wasco</li></ul>
<b>Leadership and Management</b>
<ul style="list-style-type: none"><li>• Maintain responsiveness, coordination, and communication with the Board, state administration leadership, and external public official stakeholders</li><li>• Drive continuous organizational improvement and high employee performance and retention</li><li>• Ensure appropriate utilization of Governor's appointees to Authority positions, including involving them in all key decisions and processes related to their roles</li><li>• Coordinate with the Office of the Governor and CalSTA leadership to develop and implement an updated long-term plan.</li></ul>








Vote:8-0

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

No: N/A

Absent: Worthe

Date: January 21, 2026

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