

**MTC General Counsel
Employment Terms
Kathleen Kane**

Contract Term	November 30, 2020 through Dec 31, 2022
Start Date	November 30, 2020
Severance	Three months' notice or notice remainder of term and three months' pay
Employee Resignation Notice	Three months' notice
Base Salary	\$325,000 annually/\$156.25 per hour
Salary Increases	BLS CPI for the SF Bay Area, October report, not to exceed 2.8%
Vacation Accrual Consideration	<p><u>Vacation Leave – standing program, plus:</u></p> <ul style="list-style-type: none"> • 160 hours equaling 20 days at hire available for immediate use; • accrual starting at MTC's eight year level which is 160 hours annually equaling 20 days accruable per pay period and available for immediate use as accrued <p><u>Sick Leave – standing program, plus:</u></p> <ul style="list-style-type: none"> • 120 hours equaling 15 days available for immediate use and not payable upon employment termination; regular accrual of 8 hours a month equaling one day available for immediate use as accrued
Check-in Review	Six month first year check-in review with Executive Committee of the Commission; no merit consideration
Merit performance review	Nov/Dec 2021 annual performance review with merit increase consideration for effective date January 1, 2022
All other standard MTC Benefits with agreed to employer/employee cost-shares	<ul style="list-style-type: none"> • Med/Den/Vis insurance • CalPERS pension • 457 defined contribution plans • Life/Add at two times salary • STD/LTD • EAP • Commuter Benefits • IRS Flexible spending accounts • Employee leaves – vacation, sick, personal business days • Ancillary and legally required benefits and programs (i.e. FICA, etc.)