



**MEMORANDUM**

To: CMAP Executive Board  
From: Megan Fulara, HR Director  
Date: April 24, 2024  
Subject: Executive Director Contract Renewal

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At its March 13 and April 10, 2024 meetings, the Executive Committee conducted a performance evaluation and reviewed contract terms for the executive director's performance.

Attached please find the successor contract for Executive Director Aleman as reviewed and prepared by the CMAP Executive Committee. This five-year contract includes the following:

- 5% salary increase effective July 15, 2024
- 2% annual salary increase in addition to merit-based salary increase based on performance
- Six weeks annual vacation (increase from 4 weeks)
- Six months' severance in the event of termination (increase from 4 months)

Additionally, in consultation with our legal counsel, an indemnification provision, confidentiality requirement, and intellectual property clause have also been added.