



MEMORANDUM

Date: September 16, 2019

To: The Honorable Chairman and Members
Pima County Board of Supervisors

From: C.H. Huckelberry
County Administrator 

Re: **Perimeter Bicycling of America, Inc., Executive Director's Salary Details**

Supervisor Aly Miller requested salary details for Perimeter's Chief Executive Officer (CEO) during the September 3, 2019 Board of Supervisors discussion regarding Perimeter's El Tour de Tucson repayment agreement.

In response to the request, Pat P. Lopez Chairman of the Board of Directors for Perimeter Bicycling Association of America Inc., provided the following details:

- When Richard DeBernardis stepped down, Perimeter's Board of Directors lacked expertise to put on the 2019 El Tour de Tucson ride. Medalist Sports Inc. was contracted at \$10,000 per month. Medalist is a nationally recognized sports management company with experience organizing cycling events throughout the country, including professional rides and charity rides. This relationship was fully disclosed to Pima County.
- In addition to securing the assistance of Medalist, Perimeter's Board of Directors appointed Doug Holland as interim CEO of Perimeter without monetary compensation due to it being a volunteer appointment. As Perimeter moved forward, it became apparent to Mr. Holland and Perimeter's Board that, even with the assistance of Medalist, the interim CEO's commitment was more time-consuming than anyone had anticipated.
- Perimeter's Board of Directors rethought its leadership plans for the 2019 El Tour de Tucson. After extensive consideration and a careful search, Perimeter's Board appointed Charlene Grabowski as their CEO. The financial arrangement with Ms. Grabowski provided that she operate as the CEO on a volunteer (unpaid) basis for the first 40 days. After the first 40 days, Perimeter's Board agreed on a salary of \$3,000 per month with an additional \$28,000 at the end of the year upon a successful 2019 El Tour de Tucson.
- In order to stay within budget, Perimeter renegotiated the Medalist contract so that the total payment to Medalist and Ms. Grabowski would be approximately equal to the amount originally agreed to pay Medalist. In this way, Perimeter has the national expertise of Medalist and the local hands-on guidance of a committed and very capable community member.

Please let me know if additional information is needed.

CHH/lab

c: Carmine DeBonis, Jr., Deputy County Administrator for Public Works