

RESOLUTION TO AMEND PROCESS FOR PROVIDING VEHICLE STIPENDS OR COURTESY VEHICLES WITHIN THE DEPARTMENT OF ATHLETICS

WHEREAS, as part of a total compensation package, the Department of Athletics at Virginia Tech proposes to provide an annual vehicle stipend of up to \$9,250, or a courtesy vehicle (provided by a car dealership at no cost to the Department), to each of the Associate Directors of Athletics, Assistant Directors of Athletics, Head Coaches, and, at the discretion of the Athletic Director, to individual Assistant Coaches; and

WHEREAS, the proposed vehicle stipends will be funded through the operating budget in the Department of Athletics; and

WHEREAS, payment of these stipends will be considered supplemental compensation and will not become part of an individual's base salary;

NOW, THEREFORE, BE IT RESOLVED that the Board of Visitors authorizes an annual vehicle stipend of up to \$9,250, or a courtesy vehicle (provided by a car dealership at no cost to the Department), to each of the Associate Directors of Athletics, Assistant Directors of Athletics, and Head Coaches; and

BE IT FURTHER RESOLVED that \$9,250 will be utilized as the "prevailing rate" with respect to the Athletic Director's employment contract; and

BE IT FURTHER RESOLVED that to ensure internal equity, all annual vehicle stipends provided will be at the same rate for comparable positions in a given salary range, with salary ranges determined by the Athletic Director (e.g., all Revenue Sport Head Coaches will receive compensation at a rate comparable to other Revenue Sport Head Coaches in the same salary range); and

BE IT FURTHER RESOLVED, in efforts to retain talented individuals or as a matter of compliance with Title IX, the Director of Athletics will have the authority at his/her discretion and upon approval of the President to grant annual vehicle stipends up to \$9,250 to individual Assistant Coaches.

RECOMMENDATION:

That the above resolution authorizing an annual vehicle stipend of up to \$9,250 each, or a courtesy vehicle, for the aforementioned individuals in the Department of Athletics be approved, effective March 21, 2016.

March 21, 2016