



Northern Virginia Regional Commission

RESOLUTION

Resolution No. 18-33

PATRON: Laurie A. DiRocco
Chairman

DATE: April 26, 2018

MERIT SALARY ADJUSTMENT FOR EXECUTIVE DIRECTOR

WHEREAS, Northern Virginia Regional Commission engages its Executive Director by contract; and

WHEREAS, the Employment Agreement between the Commission and Robert W. Lazaro, Jr., provides that "NVRC will conduct an annual performance evaluation and consider a compensation adjustment as part of such evaluation"; and

WHEREAS, on behalf of the Commission, and inviting participation by any and all Commissioners, the Executive Committee completed Mr. Lazaro's performance evaluation on March 22, 2018, in advance of the first anniversary of his engagement as Executive Director (March 25, 2018); and

WHEREAS, the Executive Committee rated Mr. Lazaro's performance as strong and going in the right direction, and recommends an annualized pay rate increase of \$5,000 (approximately 3.57%), effective March 26, 2018, which is the beginning of the first pay period following Mr. Lazaro's anniversary; and

WHEREAS, this adjustment will increase Mr. Lazaro's annualized pay rate from \$140,000 to \$145,000, and is within the allowance for pay increases in the adopted Annual Budget for FY 18 and the adopted Preliminary Budget for FY 19;

THEREFORE BE IT RESOLVED, that the Northern Virginia Regional Commission approves the annualized pay increase for its Executive Director in accordance with the Executive Committee's recommendation.



CERTIFICATION

The undersigned certifies that the foregoing is a true and correct copy of a resolution adopted at a legally convened meeting of the Northern Virginia Regional Commission on April 26, 2018.


ROBERT W. LAZARO, JR., CERTIFYING OFFICER