

## RESOLUTION

Resolution No. 23-24

PATRON: John T. Chapman  
Chair

DATE: March 23, 2023

### MERIT SALARY ADJUSTMENT FOR EXECUTIVE DIRECTOR

WHEREAS, NVRC Executive Director Robert W. Lazaro, Jr., is engaged at will via an Employment Agreement, with compensation established by the Commission; and

WHEREAS, Mr. Lazaro's agreement specifies that he is eligible for a performance evaluation annually, at which time the Commission "will consider a compensation adjustment"; and

WHEREAS, on behalf of the Commission, and having invited participation by any and all Commissioners, the Executive Committee completed Mr. Lazaro's performance evaluation on March 23, 2023; and

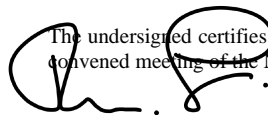
WHEREAS, the Executive Committee rated Mr. Lazaro's performance as Superior and recommends a pay rate increase of \$12,213 (7%) effective April 3, 2023, which in accordance with Commission policies for salary administration, is the first day of the normal pay period following Mr. Lazaro's anniversary date on March 25, 2023; and

WHEREAS, this adjustment will increase Mr. Lazaro's annualized pay rate from \$174,474 to \$186,687 and is within the allowance for increase in the Adopted Budget for FY 23 and the adopted Preliminary Budget for FY 24;

THEREFORE BE IT RESOLVED that the Northern Virginia Regional Commission approves the annualized pay increase for its Executive Director in accordance with the 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 March 23, 2023.



ROBERT W. LAZARO, JR., CERTIFYING OFFICER