

RESOLUTION

Resolution No. 21-26

PATRON: P. David Tarter
Chairman

DATE: April 22, 2021

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 April 22, 2021; and

WHEREAS, the Executive Committee rated Mr. Lazaro's performance as exceptional, and recommends a pay rate increase of 5% effective and retroactive to April 5, 2021, 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, 2021; and

WHEREAS, this adjustment will increase Mr. Lazaro's annualized pay rate from \$155,295 to \$163,060 and is within the allowance for increase in the Adopted Budget for FY 21 and the adopted Preliminary Budget for FY 22; and

WHEREAS, this adjustment also is compatible with, and in addition to, separate action taken per Resolution No. P21-11 (January 28, 2021), which authorized a 2% pay increase for all employees including the Executive Director, in lieu of merit salary adjustments that were not completed during FY 20 as a result of the rising pandemic; and

WHEREAS, the Executive Committee decided to give Mr. Lazaro a one-time bonus of \$7,500 based on his performance;

THEREFORE BE IT RESOLVED that the Northern Virginia Regional Commission approves the annualized pay increase along with the one-time bonus 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 April 22, 2021.


ROBERT W. LAZARO, JR., CERTIFYING OFFICER