

## RESOLUTION

Resolution No. 21-11

PATRON: P. David Tarter  
Chairman

DATE: January 28, 2021

### EXECUTIVE DIRECTOR PAY ADJUSTMENT

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, due to the rising pandemic in March 2020, Mr. Lazaro's then-due evaluation and consideration for a compensation adjustment was postponed and remains pending; and

WHEREAS, annual performance evaluations of employees who are subject to the Commission's regular pay plan also did not take place when due for otherwise allowable merit pay increases in July 2020; and

WHEREAS, in consideration of these conditions and in light of the various plans of member governments for pay adjustments during FY 2021, the Executive Committee of the Commission has directed that the compensation rates of all employees be increased by 2% effective January 9, 2021, and that this adjustment be applied to the Executive Director's salary as well; and

WHEREAS, the estimated FY 21 cost for these adjustments will be \$14,580, compared to the allowance of \$53,444 that was included in the adopted FY 2021 budget;

THEREFORE BE IT RESOLVED, that the Northern Virginia Regional Commission concurs with, and hereby ratifies, the Executive Committee's direction for a 2% pay rate increase effective January 9, 2021, for all current employees, including the Executive Director.

BE IT FURTHER RESOLVED that the Executive Director is entitled to a regular performance evaluation with consideration for an additional compensation adjustment in March 2021.



#### 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 January 28, 2021.

  
ROBERT W. LAZARO, JR., CERTIFYING OFFICER