



ITEM ID: 2025-367-0

TRANSMITTAL DATE: November 7, 2025

MEETING DATE: November 14, 2025

TO: Board of Directors

FROM: Doug Chaffee, Metrolink Board Chair

SUBJECT: Request to Award Merit Pay to Director, Audit

Issue

Approval is needed to award merit pay to Director, Audit, Elisabeth Lazuardi, as she serves in a Board appointed position.

Recommendation

It is recommended that the Board approve a 3.95 percent merit increase for Director, Audit, Elisabeth Lazuardi, for her outstanding performance during the period commencing on July 1, 2024 and ending June 30, 2025.

Strategic Commitment

This report aligns with the Strategic Business Plan commitment of:

- **Modernizing Business Practices:** We will improve our operational efficiency through transparency, objective metrics and streamlined governance, reducing over-reliance on subsidy while bringing our system into a state of good repair and investing in the development of our employees. This report contributes to this goal by ensuring that the Authority awards merit pay to individual employees based on their performance.

Background

Director, Audit, Elisabeth Lazuardi, reports administratively to the Chief Executive Officer (CEO) for day-to-day operations and functionally to the Board. This structure permits the rendering of impartial and unbiased judgment essential to the proper conduct of audits.

On an annual basis, the Board reviews Ms. Lazuardi's performance and determines the amount of her merit pay based on her performance during the performance period.

Discussion

During the Board closed session on October 24, 2025, the Board evaluated the performance of Ms. Lazuardi for the period commencing on July 1, 2024 and ending June 30, 2025. As determined, based on her accomplishments and overall outstanding performance, Ms. Lazuardi is authorized to receive a 3.95 percent merit increase, retroactive to July 1, 2025, as shown below. She has already received the 3.00 percent Cost of Living Adjustment (COLA) provided to all regular full-time Authority employees, effective July 1, 2025.

Current biweekly salary (including COLA): **\$7,693.73 (\$200,036.98/year)**

New biweekly salary: **\$7,997.63 (\$207,938.38/year)**

The merit increase percentage is consistent with the annual performance matrix available to all Authority employees as shown in the table below:

Performance Rating	Merit Increase
Meets Expectations	3.00%
Exceeds Expectations	3.45%
Outstanding	3.95%

Additionally, at the request of the Board, Human Resources completed a market study to determine if Ms. Lazuardi is being appropriately compensated and is appropriately placed in the classification plan of the agency. The market data shows that her salary and classification are consistent with similar positions at comparable agencies.

Budget Impact

Funding for merit pay is included in the adopted FY2025-26 Operating Budget.

Prepared by: Roxanne Randolph, Director, Human Resources

Approved by: Doug Chaffee, Metrolink Board Chair

Attachment(s)

[Presentation - Merit Pay for Director Audit](#)