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## MEMORANDUM

Date: August 19, 2015  
To: Governing Board  
From: TRPA Staff  
Subject: General Counsel Performance Review and FY2015 Incentive Pay

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**Requested Action:** Governing Board action to approve incentive pay of \$8,639.90 for John Marshall, based on General Counsel Performance review of September 24, 2014.

**Staff Recommendation:** From the direction of Governing Board Chair and Vice Chair, staff recommends that the Governing Board approve the performance pay incentive for FY2015, calculated as six percent of annual baseline salary or \$8,639.90. This pay for performance incentive is consistent with TRPA's performance management plan guidelines as applied to all employees.

**Required Motion:** To approve the payout, the Board must make the following motion:

1) A motion to approve the FY2015 incentive pay for General Counsel as described in this memorandum.

In order for the motion to pass, an affirmative vote of any eight Board members is required.

**Contact Information:** If you have any questions regarding this item please contact Janice Duis, Director of HR and Organizational Development at [jduis@trpa.org](mailto:jduis@trpa.org) or 775.589.5238.