TO: NOACA Governing Board
FROM: Howard R. Maier, Executive Director
DATE: May 11, 2012
RE: RESOLUTION NO. 2012-025 – Executive Director Contract

NOACA’s Executive Committee was tasked by the Governing Board with the recruitment of a candidate for the position of Executive Director, with a term to begin no later than July 1, 2012.

After an extensive recruitment and vetting process, Ms. Grace Gallucci rose to the top as the leading candidate for the position. At the Governing Board meeting of April 13, 2012, the Executive Committee was further tasked with negotiating satisfactory contract terms with Ms. Gallucci, and those negotiations are now complete. Resolution No. 2012-025 authorizes the hiring of Ms. Gallucci as the Executive Director, for the term from July 1, 2012, to June 30, 2015. It also authorizes up to a three-week overlap period in June 2012, if needed.

Ms. Gallucci has both a Master’s degree in Urban Studies as well as a Master’s degree in Public Administration. She has served most recently as the Senior Deputy Executive Director in Finance and Performance Management at the Regional Transportation Authority in Chicago, Illinois. Prior to that, she was the Executive Director of the Office of Management and Budget at the Greater Cleveland Regional Transit Authority. Her extensive expertise and experience are detailed in the attachment to this memo.

Resolution No. 2012-025 establishes an annual salary of $160,000, with such annual raises as may be approved, along with five weeks’ paid vacation. The Executive Director is also entitled to the benefits that all NOACA employees receive, such as health insurance.

The Executive Committee recommends the adoption of Resolution No. 2012-025.

Attachment: Résumé for Ms. Grace Gallucci
RESOLUTION NO. 2012-025
(EXECUTIVE DIRECTOR'S CONTRACT)

RESOLUTION OF THE GOVERNING BOARD
OF THE
NORTHEAST OHIO AREAWIDE COORDINATING AGENCY (NOACA)

WHEREAS, the Northeast Ohio Areawide Coordinating Agency (NOACA) is the
metropolitan planning organization and the water quality areawide agency for the counties of
Cuyahoga, Geauga, Lake, Lorain, and Medina; and

WHEREAS, NOACA’s current Executive Director, Howard R. Maier, will retire on June 30,
2012, after 24 years of exemplary service; and

WHEREAS, NOACA’s Governing Board, through Resolution 2010-013, directed the issuance
of a Request for Proposals for an executive search firm, out of which the firm of Waters-Oldani
Executive Recruitment was chosen through Resolution 2011-009 to perform the search for Mr. Maier’s
replacement; and

WHEREAS, the executive search has been conducted with due diligence, including multiple
interviews, plus background checks and reference checks for all finalist candidates; and

WHEREAS, Ms. Grace Gallucci has been selected as the leading candidate for NOACA’s next
Executive Director; and

WHEREAS, NOACA’s Executive Committee recommends that Ms. Gallucci be hired for that
purpose.

NOW, THEREFORE, BE IT RESOLVED by the Governing Board of the Northeast Ohio
Areawide Coordinating Agency, consisting of forty-four principal elected and other officials of
general purpose local government throughout the counties of Cuyahoga, Geauga, Lake, Lorain, and
Medina:

Section 1: That Grace Gallucci be hired as NOACA’s Executive Director for a term of three
years, from July 1, 2012, to June 30, 2015, at an annual salary of $160,000, plus such annual raises as
the Governing Board may see fit to grant, contingent on satisfactory annual performance evaluations,
plus 25 days paid annual vacation, and such paid sick leave, holidays, medical and dental insurance,
retirement benefits, and all other benefits afforded to all NOACA employees as detailed in the Human
Resources Manual. The contract shall also include provisions for termination “for cause” without
severance pay, and termination “not for cause” after the first full year, with severance pay of six
months’ salary if so dismissed in the second or third year of the contract.

Section 2: That Grace Gallucci’s contract include the ability to begin employment with
NOACA at any time following June 9, 2012, in an orientation mode only and not as Executive
Director, at the same pro-rated salary and benefits to which her contract would entitle her, to allow an
overlap to June 30, 2012, and successful transition with the outgoing Executive Director.
Section 3: That the Governing Board President is hereby authorized to execute and implement the contract.

Certified to be a true copy of a Resolution of the Governing Board of the Northeast Ohio Areawide Coordinating Agency adopted this 11th day of May 2012.

Secretary: [Signature]

Date Signed: 5-11-12