

**METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS
777 North Capitol Street, NE
Washington, DC 20002**

**RESOLUTION ADJUSTING THE SALARY OF THE EXECUTIVE DIRECTOR OF THE METROPOLITAN
WASHINGTON COUNCIL OF GOVERNMENTS**

WHEREAS, pursuant to the employment agreement between the Board of Directors of the Metropolitan Washington Council of Governments (COG) and Chuck Bean, COG's Executive Director ("Employment Agreement"), the COG Board has conducted an annual evaluation of Mr. Bean; and

WHEREAS, as directed, Human Resources staff undertook a survey of salary and related compensation packages of chief executives of comparable organizations in the Washington region, and regional Councils of Governments of scope and size to COG; and

WHEREAS, COG's Employee Compensation and Benefits Review Committee (ECBR), the committee in charge of reviewing any items related to pay and benefits of the Executive Director, held a meeting on November 13, 2019 to discuss the evaluation and salary and compensation package of Mr. Bean; and

WHEREAS, after reviewing the compensation survey and based on the satisfactory performance evaluation of the Executive Director, the ECBR recommends a 3.0% increase in his base annual salary to \$240,166 with continuation of the same fringe benefits. (In accordance with his employment agreement, his deferred compensation will be at the maximum allowed by IRS. Effective January 2020, IRS has increased the allowable amount by \$500.00 to \$19,500, plus catch up of \$6500.)

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS THAT:

The Executive Director's base annual salary is increased to \$240,166 effective January 1, 2020, with continuation of the same fringe benefits as set forth in the Employment Agreement as amended by the Third Addendum to Employment Agreement.

I HEREBY CERTIFY THAT the foregoing resolution was adopted by the COG Board of Directors on January 8, 2020.

Laura Ambrosio, COG Communications Specialist