

**METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS
777 NORTH CAPITOL STREET, N.E.
WASHINGTON, DC 20002**

**RESOLUTION AUTHORIZING A GENERAL SALARY STRUCTURE INCREASE FOR COG EMPLOYEES AND
RELATED SALARY ACTIONS FOR FY 2015**

WHEREAS, the Metropolitan Washington Council of Governments (COG) has established a salary structure and pay-for-performance process for its employees; and

WHEREAS, in 2000, the Board of Directors authorized staff to conduct a yearly market-based salary study to enable COG to attract and retain high qualified staff to provide the best service to its member jurisdictions; and

WHEREAS, market-based salary studies have been conducted on an annual basis, and the 2014 study has been performed by the Office of Human Resources Management with analytical support from an external consulting firm, using benchmark salary data from COG member governments, major regional councils, and other nonprofit organizations; and

WHEREAS, a market-based salary adjustment effective on July 1, 2014 will help promote employee retention and aid in recruitment; and is fully supported by budgeted revenue.

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

1. Effective July 1, 2014, COG employees shall receive a two (2) percent general across the board salary structure increase.
2. The Executive Director is authorized to take appropriate actions consistent with the above, including adjustments of salary ranges, internal review of affected positions, and conducting yearly follow up salary and benefits study consistent with past compensation practices.

I HEREBY CERTIFY THAT the foregoing resolution was ratified by the Executive Committee on June 16, 2014, and approved and adopted by the COG Board of Directors at its regular meeting held on July 9, 2014.

***Monica Beyrouti
Clerk to the Board of Directors***