

**METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS
777 North Capitol Street, NE
Washington, DC 20002-4239**

**RESOLUTION AUTHORIZING THE ADJUSTMENT OF THE DEFERRED COMPENSATION OF THE
EXECUTIVE DIRECTOR OF THE METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS**

WHEREAS, on November 14, 2012, the Board of Directors of the Metropolitan Washington Council of Governments (COG) authorized the execution of an Employment Agreement between COG and Chuck Bean as COG's Executive Director; and

WHEREAS, the Employment Agreement provides for a deferred compensation at the statutory maximum allowed under federal law, and requires any catch up contribution to be separately approved by the COG Board once the Executive Director reaches eligible age; and

WHEREAS, the Executive Director has reached the eligible age as of March 2014; and COG may now contribute an additional \$5,500 per year towards a catch up contribution; 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, as agreed to under the Employment Agreement supports this benefit change; and

WHEREAS, the ECBR recommends to the Board such increase in the Executive Director's deferred compensation as set forth below.

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

1. The Executive Director's deferred compensation is hereby increased from \$17,500 current statutory increase to add an additional \$5,500 catch up contribution per year effective July 1, 2014.
2. The Executive Director's 457 deferred compensation shall be paid to the Executive Director's ICMA-RC account on the next pay day following approval of this resolution by the COG Board of Directors.
3. Any other changes on the Executive Director's pay and benefits will be reviewed in accordance with the terms of his Employment Contract, normally done during his anniversary month and performance evaluation in December.

***I HEREBY CERTIFY THAT the foregoing resolution was 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***