

Resolution R11-2018  
January 10, 2018

**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, 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 telephone conference with the Executive Director on December 20, 2017 to discuss his evaluation and salary and compensation package; and

**WHEREAS**, after reviewing the compensation survey and based on the satisfactory performance evaluation of the Executive Director, the ECBR recommends a 3% increase in his base annual salary to \$226,600 and continuation of the same fringe benefits. In accordance with his employment contract, his deferred compensation will be at the maximum allowed by IRS. Effective January 2018, IRS has increased the allowable amount by \$500.00.

**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 \$226,600 effective January 1, 2018, with continuation of the same fringe benefits.

**I HEREBY CERTIFY THAT the foregoing resolution was adopted by the COG Board of  
Directors on January 10, 2018.**

**Laura Ambrosio**  
**COG Communications Specialist**