

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

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

WHEREAS, pursuant to the Employment Agreement, as amended, 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 December 11, 2020 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, in which the ECBR concluded overall that Mr. Bean exceeds expectations the ECBR recommended a 3.0% increase in his base annual salary to \$247,371 with continuation of the same fringe benefits (In accordance with his employment agreement, Mr. Bean's deferred compensation will be at the maximum allowed by IRS, i.e. \$19,500 plus \$6500 catch up contribution); and

WHEREAS, in addition, the ECBR recommended that, in order to further enhance Mr. Bean's skills and value to COG and the region, Mr. Bean be afforded an opportunity to take professional development training during calendar year 2021 at COG expense.

**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 \$247,371 effective January 1, 2021, with continuation of the same fringe benefits as set forth in the Employment Agreement as amended by the Third Addendum to Employment Agreement, and professional development training during calendar year 2021 at COG expense.

**I HEREBY CERTIFY THAT the foregoing resolutions were adopted by the COG Board of
Directors**

**January 13, 2021
Janele Partman
COG Communications Specialist**